



2024 Wellness Program

The 2024 Wellness Program requirements must be completed and turned into Nurse Stephanie between **12/1/2023 & 10/31/2024**.

Spouses who are on the plan must also complete the same requirements to receive the credit.

REQUIRED

Annual Health Assessment (Free):

- Annual Physical (yearly)
- Yearly Labs/Biometrics (must pass 3 out of 5)
 - BMI: < 30 or Waist Circumference: Men: ≤ 40", Women ≤ 35"
 - Total Cholesterol: ≤ 200
 - Triglycerides: ≤ 200
 - Fasting Glucose: ≤ 100 or HbA1c: 4 – 5.6%
 - BP: < 140/90

COMPLETE 2

Preventative Behaviors:

- Dental Exam
- PAP Test
- COVID 19 Vaccine/Booster *
- Skin Cancer Screening
- Weight Loss (Discuss with Nurse)
- Mammogram
- Vision Exam
- Flu Vaccine *
- Colonoscopy (Screening & Diagnostic)
- Bio/Lab Value improvements
- Lung Cancer Screening – Nicotine Users**
- Shingles Vaccine *

* Vaccines & Boosters must be administered between 12/1/23 & 10/31/24

COMPLETE 3

Wellness Behaviors:

- Donate Blood
- Complete a Race, Walk or Sports League
- Complete 2024 Will-Burt Health Fair
- Complete a Will-Burt Fitness Challenge or Walk
- Complete 2 Online Wellness Presentations*
- Complete 4 Online Newsletters/Quizzes*

* Wellness Presentations, Newsletters/Quizzes can be found at www.brittongallaqher.com/wbwellness

Completion of the 2024 Program gives credit against the 2025 surcharge. 2024 surcharge is \$70 bi-weekly (\$1820 per year). Non-Nicotine users receive credit against the 2024 surcharge of \$70 bi-weekly (\$1820 per year) and 2025 surcharge.

**Nicotine users must complete a cessation class in order to qualify for the bi-weekly credit.

Please contact Nurse Stephanie for your options.



Additional Information

Annual Physical:

These can be scheduled **anytime** throughout the calendar year (January 2024 to October 2024).

Physicals are covered at 100% (FREE). You **DO NOT** need to wait a year in between physicals for it to be covered by our insurance.

Biometrics/Lab Values:

If you are unable to pass the biometrics or lab values set, you can still pass by achieving one of the following options below:

- Provide proof of improvement
- Provide proof of being monitored by your doctor
- Provide proof of taking any medications for values not met

Screenings Covered at 100% (if in network):

- Annual Physical
- Yearly Skin Cancer Screening
- PAP Test
- Mammogram (Screening & Diagnostic)
- Colonoscopy (Screening & Diagnostic)

Proof of Completion of Wellness Items:

All completed wellness items must be turned into Nurse Stephanie (completion of annual physical, lab results, dental exams, eye exams, vaccines, etc.). These items are not automatically sent to the nurse, nor does she have access to any of these items. It is YOUR responsibility to turn in any and all proof of completed items.

New Hires

Employees hired January 1st – June 30th are required to complete the entire wellness program in order to receive the biweekly wellness credit for the following year.

Employees hired July 1st – August 31st are required to complete the Annual Health Assessment, Labs/Biometrics, and 1 Wellness Behavior.

Employees hired September 1st – November 30th are exempt from completing the current year's program.

Contact the Will-Burt Nurse, Stephanie Marthey, for any additional information or questions about the wellness program at: wbnurse@willburt.com or 330/465-7997.

Working together for healthy lifestyles, early detection and adopting preventative behaviors, to help keep insurance rates affordable.

NOTICE REGARDING WELLNESS PROGRAM

The Will-Burt Wellness Program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program, you will be asked to complete a medical exam with your Physician.

Employees who choose to participate and complete the wellness program requirements will receive a bi-weekly premium credit listed on the first page of the 2024 Wellness Program document. If you are unable to participate in any of the health-related activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Britton Gallagher Wellness at BGWellness@BrittonGallagher.com.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Will-Burt may use aggregate information it collects to design a program based on identified health risks in the workplace, The Will-Burt Wellness Program will never disclose any of your personal information to anyone besides Britton Gallagher Wellness. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. The only entity that will receive your personally identifiable health information is Britton Gallagher Wellness, in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Britton Gallagher Wellness at BGWellness@BrittonGallagher.com.