

HEALTHY STEPS PROGRAM 2017-2018

Get Engaged, Energized, and Empowered

Our Healthy Steps Program is designed to reward employees who take steps to become healthier. Even if you have a chronic health issue, you can still earn a monetary incentive of \$50, \$150, or \$250. Healthy Steps meets the needs of someone just beginning to improve their health as well as someone who has already achieved many of their health goals.

ACTIVITIES	POINTS	MAX. POINTS	DETAILS**
Health Screening	0	0	YOU MUST COMPLETE this in May 2018 to be eligible for any of the incentives in the Healthy Steps Program.
Preventive Routine Physical Exam	100	100	Have Reporting Form signed by physician; Form is due by May 31, 2018.
Behavior Change Wellness Program	100	100	Participate in any of our fitness challenges, weight loss programs, etc.
Chronic Condition Management Program	100	100	Our Chronic Condition Management Program is designed for those individuals with uncontrolled diabetes, blood pressure, or cholesterol. See Jennifer Geist for program details.
Tobacco-Free OR Completion of Tobacco Cessation Program	100	100	Tobacco-free status reported at time of health screening. The Tobacco Cessation Program requires Reporting Form to be signed by provider; Form is due by May 31, 2018.
Wellness Classes	25	100	2 classes can be taken online. An evaluation form is required for each online class taken by May 31, 2018.
BIOMETRICS	10 POINTS	50 POINTS	100 POINTS
Systolic Blood Pressure	140 or greater	130-139	Less than 130
Diastolic Blood Pressure	90 or greater	85-89	Less than 85
LDL Cholesterol	130 or greater	100-129	Less than 100
HDL Cholesterol	Less than 40	40-59	60 or greater
Triglycerides	200 or greater	150-199	Less than 150
Fasting Blood Glucose	126 or greater	100-125	Less than 100
BODY MASS INDEX (BMI) OR BODY FAT PERCENTAGE – Points are Given for Whichever is Better –			
	10 POINTS	50 POINTS	100 POINTS
BMI	30 or greater	25 to 29.9	Less than 25
Body Fat % for Women under Age 50	Greater than 32%	26% - 32%	Less than 26%
Body Fat % for Women 50 and Older	Greater than 34%	28% - 34%	Less than 28%
Body Fat % for Men under Age 50	Greater than 26%	20% - 26%	Less than 20%
Body Fat % for Men 50 and Older	Greater than 28%	22% - 28%	Less than 22%

LEVEL	POINTS	INCENTIVE
Level 1: Engaged	350 or less points	\$50
Level 2: Energized	351 to 799 points	\$150
Level 3: Empowered	800 or more points	\$250

STEPS TO TAKE TO A HEALTHIER YOU

- Step 1:** Participate in wellness programs and classes from July 1, 2017 through May 31, 2018.
- Step 2:** Each healthy step you take earns you points. Incentives* are based on how many points you earn by the end of the program.
- Step 3:** At the end of the program year in May 2018, you will be required to complete the on-site screening. We will total your points and you will receive your incentive.

Note: This is a confidential wellness program. Only Jennifer Geist, Sr Manager, Employee Engagement and Development, has access to your confidential data. HIPAA requirements for the storage and security of protected health information will be fully met.

If you think you are unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Jennifer Geist, and she will work with you (and, if you wish, your doctor) to find an alternative option.

* The incentives are available to all full-time and special part-time employees and are considered taxable income. The taxes will be reflected on your pay stub and will be included on your Form W-2.

** Wellness activity details and reporting forms can be found on the Wellness Website on the TBE Intranet.

Sources for Biometrics: National Heart, Lung, & Blood Institute; National Cholesterol Education Program; American Diabetes Association; Clinical Guidelines on the Identification, Evaluation, and Treatment of Overweight and Obesity in Adults; and the American College of Sports Medicine.

Healthy Steps

engaged
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empowered