

BeWell Premium Discount Worksheet



Year One					
Category	Task	Activity Type	Submitted to Blue Cross	Approval by	Date Task Completed
Organizational commitment	Signed letter of support from CEO to Blue Cross or approved alternate	Essential			
	Signed letter of support from CEO to employees or approved alternate	Essential			
	Wellness Coordinator designated	Essential			
	Wellness Committee developed; regular meetings underway	Essential			
Onsite biometric screenings	Vendor identified and event scheduled	Essential			
	Event completed with individual counseling on results	Essential			
	Achieve 75% participation	Essential			
Online HRA by employees	Achieve 75% participation	Essential			
Baseline employee survey	Surveys distributed to employees; results compiled and shared with Blue Cross	Essential			
Baseline program assessment	Conduct and submit assessment; results compiled and shared with Blue Cross	Essential			
Training	Attend workplace wellness training on Foundational structure and strategies; minimum two participants from wellness committee	Essential			
Recommended Discount Opportunities					
Employee education	Schedule and hold Blue Cross educational sessions on wellness resources; attendance goal of 90% or more of enrolled employees or approved alternate	Maturity level (approval req.)			
Communication plan	Develop and execute plan to include logo, distribution strategies, responsibilities, assignments	Maturity level (approval req.)			
Year One biometric results	Participation at or above 85%; at or above 95%	Maturity level (approval req.)			

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Year Two					
Onsite biometric screenings	Vendor identified and event scheduled	Essential			
	Event completed with individual counseling on results; achieve 75% participation in Year Two if not achieved in Year One	Essential			
Online HRA by employees	Achieve 75% participation in Year Two if not achieved in Year One	Essential			
Focused intervention	Select target area (tobacco/nicotine use, physical activity or healthy eating) and review current policy	Essential			
	Attend workplace wellness training on topic aligned with selected target area (minimum two participants from wellness committee)	Essential			
Recommended Discount Opportunities					
Activity-based incentive	Establish or enhance an optional incentive program	Maturity level (approval req.)			
Focused intervention	Implement or enhance policy/activity to complement the initial selected target area	Maturity level (approval req.)			

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Year Three					
Onsite biometric screenings	Vendor identified and event scheduled	Essential			
	Event completed with individual counseling on results; achieve 75% participation in Year Three if not achieved in an earlier year	Essential			
Online HRA by employees	Achieve 75% participation in Year Three if not achieved in an earlier year	Essential			
Focused intervention	Select second target area and (tobacco/nicotine use, physical activity or healthy eating) and review current policy	Essential			
	Attend workplace wellness training on topic aligned with selected target area (minimum two participants from wellness committee)	Essential			
3-year survey update – employee	Distribute survey to employees; results compiled and shared with Blue Cross	Essential			
3-year program assessment update	Conduct and submit assessment; results compiled and shared with Blue Cross	Essential			
Recommended Discount Opportunities					
Outcomes-based incentive program	Establish or enhance a required incentive/penalty program	Maturity level (approval req.)			
Focused intervention	Implement or enhance policy/activity to complement second selected target area	Maturity level (approval req.)			

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Year Four					
Onsite biometric screenings	Vendor identified and event scheduled	Essential			
	Event completed with individual counseling on results; achieve 75% participation in Year Four if not achieved in an earlier year	Essential			
Online HRA by employees	Achieve 75% participation in Year Four if not achieved in an earlier year	Essential			
3-year results	Communicate 3-year employee survey and program assessment results compared to baseline to employees and Blue Cross	Essential			
Recommended Discount Opportunities					
Focused intervention	Implement or enhance another policy/activity to complement the first or second selected target area	Maturity level (approval req.)			
	Select a third target area (tobacco/nicotine use, physical activity or healthy eating) and review current policy; attend workplace wellness training on topic aligned with selected target area (minimum two participants from wellness committee)	Maturity level (approval req.)			
Improved measurements	Improved performance from baseline in five or more measurement categories (see details in "Maturity level discounts" section)	Maturity level (approval req.)			

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Year Five					
Onsite biometric screenings	Vendor identified and event scheduled	Essential			
	Event completed with individual counseling on results	Essential			
Online HRA by employees	Communicate and complete	Essential			
5-year survey update – employees	Distribute survey to employees; results compiled and shared with Blue Cross	Essential			
5-year program assessment update	Conduct and submit assessment; results compiled and shared with Blue Cross	Essential			
5-year results	Communicate 5-year employee survey and program assessment results compared to 3-year to Blue Cross	Essential			
Focused intervention	Develop strategies to address additional target areas (e.g. financial and behavioral wellness)	Maturity level			
Expand reach	Incorporate and reach spouses and dependents in wellness programming and incentive structure	Maturity level			

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