

# BeWell Program Plan

Essential Activities		
Year	Activity	Eligible Incentive
Year 1	Organizational Commitment (see details in 'Essential activities' section)	Maturity Level incentive
	Provide onsite biometrics completed with online health assessment and counseling on results (baseline) – 75% participation threshold (every year).	Outcomes-based incentive
	Baseline evaluation a. Employee needs and interest survey b. Wellness program assessment	Maturity Level incentive
	Attend workplace wellness Foundations training; minimum two participants from wellness committee	Maturity Level incentive
Year 2	Onsite biometrics completed with online health assessment and counseling on results (75% of cohort threshold)	Outcomes-based incentive
	Select one target area of focus and review that target's current corporate policy and attend workplace wellness training on that topic area. a. Tobacco/nicotine use b. Physical activity c. Healthy eating	Maturity Level incentive
Year 3	Onsite biometrics completed with online health assessment and counseling on results (75% of cohort threshold)	Outcomes-based incentive
	Select a second target area of focus and review that target's current corporate policy and attend workplace wellness training on that topic area. a. Tobacco/nicotine use b. Physical activity c. Healthy eating	Maturity Level incentive
	3-year evaluation update a. Employee needs and interest survey b. Wellness program assessment	Maturity Level incentive
Year 4	Onsite biometrics completed with online health assessment and counseling on results (75% of cohort threshold)	Outcomes-based incentive
	Communicate 3-year employee survey and program assessment results compared to the initial baseline to employees and to Blue Cross and Blue Shield of Kansas	Maturity Level incentive
Year 5	Onsite biometrics completed with online health assessment and counseling on results (75% of cohort threshold)	Outcomes-based incentive
	5-year evaluation update a. Employee needs and interest survey b. Wellness program assessment	Maturity Level incentive
	Communicate 5-year employee survey and program assessment results compared to the initial baseline to employees and to Blue Cross and Blue Shield of Kansas	Maturity Level incentive

The velocity at which an employer group moves along the annual continuum can vary based on the level of engagement and/or objectives met by the respective employer group. Maximum of 5% Maturity Level discounts over the 5-year time frame.

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Recommended Maturity Level discount opportunities		
Year	Activity	Discount Amount
Year 1 <sup>A</sup>	Educational events for all employees to include Blue Cross resources, best use of health insurance, etc.; participation $\geq 90\%$ <sup>B</sup> or approved alternate	0.25%
	Communication plan developed and implemented	0.25%
	Year One biometric participation $\geq 85\%*$ <sup>B</sup>	0.50%
	Year One biometric participation $\geq 95%*$ <sup>B</sup>	1.00%
<b>Year 2</b>		<b>1.50%</b>
Year 2 <sup>A</sup>	Establish or enhance an optional incentive program (activity-based)	0.75%
	Implement or enhance a policy or activity to complement the initial target area of focus	Max. 1.00%
<b>Year 3</b>		<b>1.75%</b>
Year 3 <sup>A</sup>	Establish or enhance a required incentive/penalty program (outcome-based)	0.75%
	Implement or enhance a policy or activity to complement the second target area of focus	Max. 1.00%
<b>Year 4</b>		<b>1.75%</b>
Year 4 <sup>A</sup>	Implement or enhance another policy or activity to complement the first or second target area of focus	Max 1.00%
	Improved performance from baseline in five or more of the following measurement categories: ER visits, preventive screenings (breast cancer screening, cervical cancer screening, colonoscopy, well child visits), diabetes screenings (A1c test, eye exam, LDL screen, nephropathy/kidney disease), in-patient admissions	0.50%
	Select a third target area to focus and review that target's current corporate policy and attend training on that topic area.	Discretionary
<b>Year 5</b>		<b>1.50%</b>
Year 5 <sup>A</sup>	Develop strategies to address topic areas of financial wellness, behavioral health and others.	0.00%
	Incorporate and reach spouses and dependents in wellness programming, incentive structure.	0.00%
	Options:	6.50%
	Max:	5.00%

\*Year 1 – Items 3 and 4 are independent of each other.

<sup>A</sup> Recommended Maturity Level activities can be completed in any order. Maturity Level plan shown above is suggested.

<sup>B</sup> Participation of enrolled employees