

# BeWell Premium Discount Worksheet

| Year One                           |   |                                |                         |                        |                     |
|------------------------------------|---|--------------------------------|-------------------------|------------------------|---------------------|
| Category                           | Task  | Activity Type                  | Submitted to Blue Cross | Approval by Blue Cross | 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.) |  |  |  |