




life  simplified.  
IRONWOOD WELLNESS



# 2018 IRONWOOD WELLNESS PROGRAM

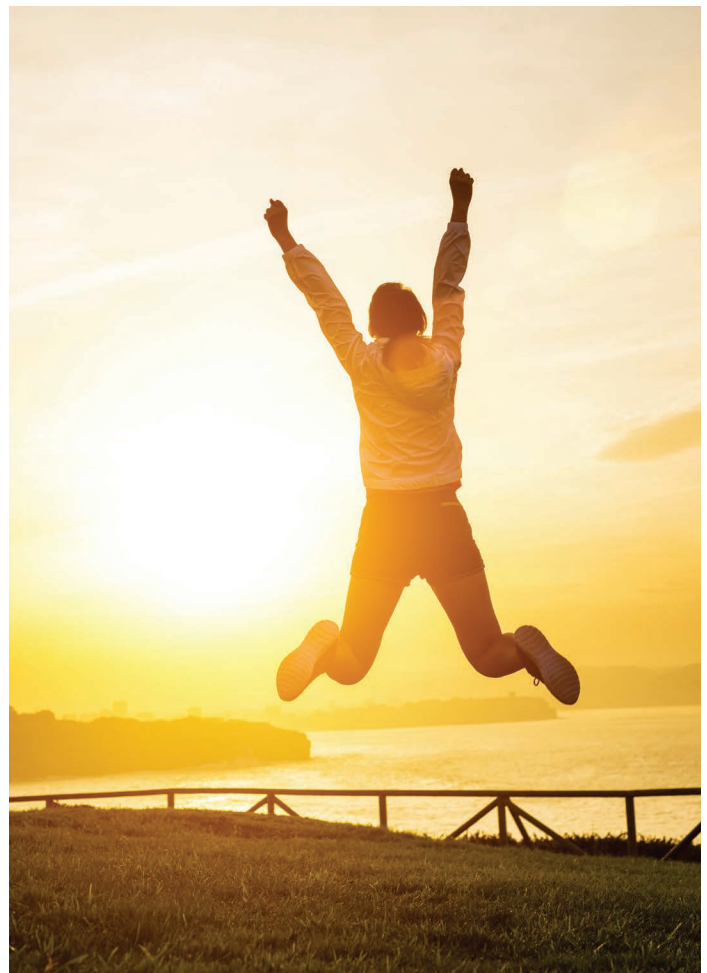
## Welcome to Journey to 125 for 2018!

The keys to living a healthy, balanced life are practicing good habits and prevention. Join us in 2018 as we focus on HABITS AND PREVENTION. Get a key preventative health screening before you have symptoms, practice tried and true (and some new) healthy habits and be involved in your community by supporting others. In addition, you will find many other points opportunities, almost 400 total, so you can customize and personalize your Journey to 125.

Similar to last year, participants must earn 125 points to be eligible for the discount on Ironwood's medical premium in 2019. All employees are eligible and encouraged to participate in the plan however the premium incentive program only applies to those employees on Ironwood's medical plan.

**To be eligible for the premium discount in 2019, you must earn 125 points. This is a voluntary program and you are not required to participate.**

- » All points will be tracked utilizing Ironwood's wellness inbox at [Journeyto125@ironwoodins.com](mailto:Journeyto125@ironwoodins.com)
- » All points must be earned and submitted by **November 30th, 2018**
- » You are responsible for tracking and submitting your own points
- » Additional awards will be given to employees throughout the year for meeting the following criteria:
  - **NEW!** First 12 to 125 - the first twelve employees to earn 125 points will win a \$25 Amazon gift card
  - **Most Points Winners** - The top three individuals who earn the most points for the year will win an Amazon gift card. 1st place - \$200, 2nd place - \$150, 3rd place - \$75



Please visit the Ironwood intranet HR page to find the preventative exam form and wellness voucher.

# JOURNEY TO 125 POINT DETAILS:

Category	Scorecard Name	Points Per Activity	Total Points Available
<b>Preventive Care</b>	Biometric Screening or Annual Preventative Care Visit	40	40
	Women- OB/GYN Exam; Men - PSA Screening	10	10
	Routine Dental Exam	10	20
	Eye Exam	10	10
	Dermatology Exam	10	10
	Online Diabetes Risk Test	5	5
	Flu Shot	10	10
<b>Weight Loss</b>	Lose 5% of body weight	20	20
	Lose additional 5% of body weight for a total of 10% body weight	5	5
<b>Physical Fitness and Other Activities</b>	Walk at Lunch Day - April 26th (walk 30 minutes at lunch any day between April 23 - 27th)	5	5
	1 point activities (see list) (maximum of 5 per month)	1	45
	Community Activities - participate in a community walk/run/obstacle race (1/2 marathon and up counts as 10 points)	5	20
<b>BCBSGA Activities</b>	Attend a DocTalk Webinar	5	20
	Listen to a FitLife Podcast	2	10
	Register on bcbsga.com	5	5
	Take health risk assessment on bcbsga.com	5	5
	Register for LiveHealth Online / BCBSGA telemedicine	5	5
<b>Other Activities</b>	Ironwood Activities - combination of lunch & learns, charitable and social events	5	30
	Blood Donation	5	15
	Trinity Combine Participant	25	25
	Trinity Combine Volunteer (minimum 2 hours)	10	10
	Trinity Combine Visitor	5	5
	Personal Volunteer Activities - 2 points per hour of time (not \$ donated) volunteered with an organization of your choice	1	10
	Be on the lookout for additional, easy, one-day challenges	5	20
<b>Tobacco</b>	Tobacco cessation or non-tobacco user- quit using tobacco for 90 days or more, complete a tobacco cessation course or certify as a non-tobacco user	30	30
<b>Bonus Points</b>	Mammogram	10	10
	Colonoscopy	10	10
<b>Points Possible</b>			<b>390</b>
<b>Points Required to earn your medical premium discount for 2018</b>			<b>125</b>

Ironwood's health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be 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 Natalie Moore at [journeyto125@ironwoodins.com](mailto:journeyto125@ironwoodins.com) or 404-503-9138 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

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## NOTICE REGARDING WELLNESS PROGRAM

Ironwood Insurance's 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 biometric screening, which will include a blood test for various biometric measurements, including BMI Blood Pressure, Glucose, etc. You are not required to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of a discount on the Ironwood medical plan if you earn the required amount of wellness points. For 2018, employees must earn 125 points by November 30, 2018 to be eligible for the discount for the 2019 plan year. Although you are not required to participate in the biometric screening, employees who do so will receive points for participation.

Additional points and incentives may be available for employees who participate in other health-related activities. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes 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 emailing Natalie Moore at [journeyto125@ironwoodins.com](mailto:journeyto125@ironwoodins.com) or Heidi Hutchinson at [hhutchinson@ironwoodins.com](mailto:hhutchinson@ironwoodins.com).

The results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as particular lunch and learns. You also are encouraged to share your results or concerns with your own doctor.

## 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 Ironwood Insurance may use aggregate information it collects to design a program based on identified health risks in the workplace, The Ironwood Wellness Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. 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. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) BCBSGA 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 email Natalie Moore at [journeyto125@ironwoodins.com](mailto:journeyto125@ironwoodins.com) or Heidi Hutchinson at [hhutchinson@ironwoodins.com](mailto:hhutchinson@ironwoodins.com).



**Ironwood Insurance Services, LLC**

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