

# NEW HIRE WELLNESS RATES AND WELLNESS PROGRAM COMPLETION REQUIREMENTS

## Wellness Incentive Eligibility & Wellness Program Requirements for New Anthem-Covered Employees

Newly hired employees or current employees who enroll in the health insurance plan due to open enrollment or a qualifying life change, will be eligible for wellness incentive (aka premium reduction) for the remainder of the calendar year in which they enroll. See below for other related provisions.

The following provision applies through 12/31/23:

- New employees/subscribers in the Anthem health insurance whose health insurance took effect July 1, 2023 – December 31, 2023, will be eligible for the wellness incentive throughout calendar year 2024. These subscribers (which includes covered spouses, if applicable) must complete the wellness program requirements in full (before the wellness program end date of 8/14/24) to be eligible for the wellness incentive in 2025.

Effective 1/1/24:

- New employees/subscribers in the Anthem health insurance whose health insurance takes effect between **September 1 and December 31** automatically will be eligible for the wellness incentive for the remainder of the then current calendar year, and in the subsequent calendar year.
- New employees/subscribers Anthem health insurance whose health insurance takes effect between **January 1 and April 30** automatically will be eligible for the wellness incentive for the remainder of the then current calendar year and must complete the wellness program requirements in full by the wellness program deadline to be eligible for the wellness incentive in the subsequent calendar year.
- Wellness Program requirements will be pro-rated for employees whose Anthem insurance takes effect on or after May 1<sup>st</sup>, as follows:
  - Anthem insurance takes effect between **May 1 and July 31**: the subscribers (which includes covered spouses, if applicable) must earn \$50 in rewards by the wellness program deadline (requirement to get annual wellness exam is waived).
  - Anthem insurance takes effect in **August**: the subscribers (which includes covered spouses, if applicable) must earn \$25 in rewards by the wellness program deadline (requirement to get annual wellness exam is waived).

Failure to complete the program requirements as outlined above will result in ineligibility for the wellness incentive in the subsequent calendar year. The Human Resources Department will verify eligibility for the wellness incentive and oversee wellness program compliance. The Human Resources Director may award discretionary approvals, as warranted, when unique situations arise from time to time.

## Wellness Incentive Guidelines for New Employees/Anthem Subscribers

<b>Through 12/31/2023:</b>				
<u>Anthem Insurance Effective Date</u>	<u>Year(s) they will Receive Wellness Incentive</u>	<u>Requirements for Wellness Incentive in 2025</u>	<u>Requirements for Wellness Incentive in subsequent years</u>	<u>Spouse Requirement s (if covered by Anthem)</u>
July – December 2023	2023 2024	Complete the Wellness Program Requirements in Full	Complete the Wellness Program Requirements in Full	Same as Employee
<b>Effective 1/1/2024:</b>				
<u>Anthem Insurance Effective Date</u>	<u>Year(s) they will Receive Wellness Incentive</u>	<u>Requirements for Wellness Incentive in Year Hired</u>	<u>Requirements for Wellness Incentive in subsequent years</u>	<u>Spouse Requirement s (if covered by Anthem)</u>
January – April	Year Hired	Complete the Wellness Program Requirements in Full	Complete the Wellness Program Requirements in Full	Same as Employee
May - July	Year Hired	Complete \$50 in Anthem Rewards (annual wellness exam waived)	Complete the Wellness Program Requirements in Full	Same as Employee
August	Year Hired	Complete \$25 in Anthem Rewards (annual wellness exam waived)	Complete the Wellness Program Requirements in Full	Same as Employee
September – December	Year Hired & Subsequent Year	None; automatically receive	Complete the Wellness Program Requirements in Full	Same as Employee