



2018

*We aspire to make the healthy choice the easy choice
and empower others to live healthier lives.*

Visit: <https://healthyu.northwestern.org>

Contact: healthyu@nmcinc.org

Healthy Ü Program Details

Cash incentive of \$50 may be earned for each core component **bold underlined**, below. Cash incentive is available for benefit eligible employees and employees may earn an additional \$50 for each component completed by a benefit enrolled spouse. Visit the Healthy Ü Wellness Portal at <https://healthyu.northwestern.org> for details, participation and to schedule appointments.

Core Components

1. **Collection of fasting bloodwork (\$50)** to include lipid profile (total cholesterol, HDL, LDL, triglycerides), blood glucose and hemoglobin A1c. This information is used to assess risk for chronic conditions. Schedule your appointment for bloodwork via the Event Calendar page on the Healthy Ü Wellness Portal. Lab results performed by primary care provider may be used in place of this component. **Deadline March 31, 2018, please complete before initial wellness coaching visit. (Employee and spouse*)**

2. **Completion of online health assessment (\$50)** An online health assessment is a set of questions that helps you understand how you can improve or maintain your health. This 10-15 minute survey is accessible on the Healthy Ü Wellness Portal. If you are having trouble logging on, email healthyu@nmcinc.org. **Deadline March 31, 2018 please complete before initial wellness coaching visit. (Employee and spouse*)**

3. **One wellness coaching visit (\$50)** Initial visit to include waist circumference, blood pressure, height and weight. Your wellness coaching session(s) will be one-on-one with a wellness coach to discuss your Online Health Assessment, fasting bloodwork, and wellness-related goals. Initial wellness coaching visit **deadline June 30, 2018. (Employee only)**

\$250 Wellness Reimbursement Full and part-time employees are eligible to receive reimbursement for wellness-related purchases to help you meet your personal wellness goals.

\$250 toward your purchase or multiple purchases of wellness related items. Examples: fitness equipment and outdoor gear (kayaks, snowshoes, bikes, etc.), gym memberships, step and fitness trackers, athletic footwear (hiking and running shoes), therapeutic massage, registration fees for wellness related classes (stress management, cooking classes, etc.), ski passes, registration fees for events (walks, runs, sports camps).

Receipts submitted for reimbursement must be dated between January 1, 2018 and December 31, 2018. Copies of receipts are required for reimbursement and will not be returned. Employees are encouraged to keep copies of the receipts for their own records.

Employees must complete the Wellness Reimbursement Form and submit it, along with the receipt(s) to Lifestyle Medicine/Healthy Ü by January 2, 2019.

Forms are available on the Healthy Ü Wellness Portal. Submit forms to Lifestyle Medicine/Healthy Ü via interoffice mail (attn. "Healthy Ü"), email to healthyu@nmcinc.org or fax to 524-8498, attn. "Healthy Ü."

Earn \$500 health insurance premium discount

In 2018, employees & spouses enrolled in NMC's health insurance, or hired before June 1, 2018 will need to complete the following activities to receive the **\$500-reduced premium** on their 2019 NMC health insurance.

Completion of 3 Core Components (Employee and spouse*)

Attend 2 additional wellness coaching sessions (Employee)

Completion of preventative screenings your provider feels are appropriate based on age, gender, personal and family history is a critical component for optimal wellness. **Please complete online attestation of annual physical exam, available on the Healthy Ü Wellness Portal by December 31, 2018. (Employee and spouse*)**

***Note:** Spousal participation is not required for benefit eligible employees not electing NMC medical insurance.

All employees are encouraged to participate in the Healthy Ü Program.

New Employee in 2018?

Employees hired *before* May 30, 2018 will be grandfathered into the Healthy Ü rate for the remainder of 2018, but will need to complete the components as outlined above to receive reduced insurance premium for 2019 (deadline accommodations will be made as necessary). Employees hired *after* June 1, 2018 are grandfathered into the Healthy Ü rate for remainder of 2018, and through 2019. For additional information regarding employee status changes, benefit changes or life event, email healthyu@nmcinc.org.

Additional Wellness Offerings

Being Tobacco Free If you are using tobacco and would like support with cessation, NMC's Tobacco Cessation Nurse, Chari Andersen, RN is available for one-on-one or group setting counseling and/or free nicotine replacement treatment (NRT). Contact Chari at candersen@nmcinc.org, or ext. 8480. The Vermont Quit Network (1-800-Quit-Now) is also available for additional support.

Free Fruit Friday! Free fruit is available to all employees in the Courtyard Cafe every Friday.

Therapeutic Massage Therapeutic massage can be a powerful tool to help you take charge of your health and wellbeing. Location and duration may vary to accommodate staff needs. Sign up via the Events Calendar on the Healthy Ü Wellness Portal.

Wellness and Exercise Room All employees are welcome to use this space for classes or during non-class time for relaxation, weight training, stretching or use the large screen TV for exercise DVDs.

Local Food Initiatives & Community Garden Plots CSAs or garden shares are available to all employees throughout the summer months. Contact NMC's Healthy Roots Coordinator Johanna Setta, at jsetta@nmcinc.org or 524-8947.

Have questions? Email healthyu@nmcinc.org



2018 Northwestern Medical Center Employee Wellness Program

Invest in your health, invest in yourself



Winner of 13 consecutive Vermont Governor's Council awards for Worksite Wellness.

Ready to participate?

Earn \$150 for completing steps 1-3, listed below or \$50 each.*



#1

Know Your Numbers

Fasting Lab Work
(March 31st deadline)



#2

Know Your Risk

Online Health Assessment
(March 31st deadline)



#3

Get Support

Attend 1 Wellness
Coaching Session
(June 30th deadline)

Earn an additional \$500 health insurance premium discount

- ✓ Complete the 3 steps listed above
- ✓ Attend 2 additional wellness coaching sessions by December 1st
- ✓ Have an annual physical with your primary care provider



An additional \$250 Wellness Reimbursement is available to benefit eligible employees for wellness activities of your choice.

**NMC employees may earn up to an additional \$150 when spouses (on NMC medical insurance) complete Steps 1-3, as described above.*



Healthy Ü Program participants can earn points on the Healthy Ü Wellness Portal to redeem for NMC Swag at the end of the year. Visit the Healthy Ü Wellness Portal to learn more.

Please Note:

- Healthy Ü 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 2018, and the Health Insurance Portability and Accountability Act, as applicable, among others.
- Eligible employees hired after June 1st, 2018 or employees who transfer to a benefit eligible status after June 1st, 2018 are exempt from the requirements for the first calendar year only.
- Make plans to meet all requirements during calendar year 2018 to ensure you are eligible for the reduced employee contribution towards health insurance premiums in 2019.
- Participation in Healthy Ü will be audited after the close of the calendar year, and premium insurance rates will be adjusted if necessary based on your participation.
- Employees under the direction of a physician that do not participate in any one or all of the initiatives will not be penalized for non-participation. Though, documentation of the exemption will be required.
- Contact healthyu@nmcinc.org to discuss reasonable alternatives available.



**Northwestern
Lifestyle Medicine**

Your Partner in a Healthier You.