

AZLGEBT Wellness Program Re-Structuring

January 2016

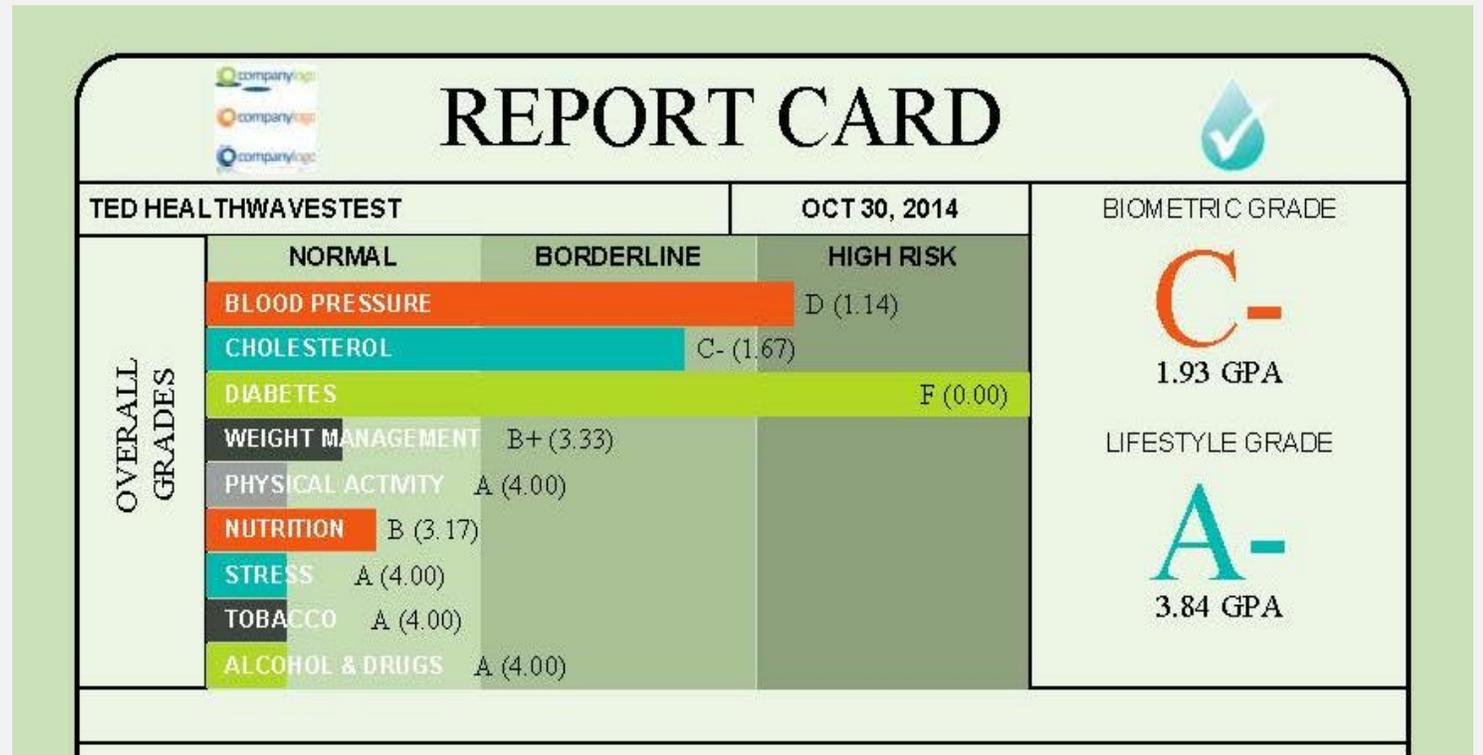


What's Happening (Overview)?

- New Health Risk Assessment (HRA) and scoring system...
- Paired with:
 - Health Coaches
 - Goals set and progress measured over time
 - FitBits
- Focus on evidence based measurement
 - Biometrics > Self Reporting
- More direct link back to claims data

Health Risk Assessment

- Results are easy to interpret through a letter grade system
- Provides objective levels of health measure
- Compares biometric data to self-reported data
- Shortened questionnaire
- Online access
- Participate in the HRA to earn a \$10 per pay period premium waiver



Addition of Nurse Consultations

- Statistics continue to show that our population is
 - Overweight,
 - Obese,
 - Sedentary,
 - Lacking healthy nutrition,
 - And highly medicated.
- AZLGEBT's HRA data supports this, but the wellness program provides no long term mechanism for behavior change
- Moderate and High risk employees, as defined by the individual's HRA results, will meet quarterly with a nurse to set and work toward S.M.A.R.T. health goals
 - Specific, Measurable, Achievable, Relevant, Time-based
- Nurse consultations will:
 - Provide guidance and supervision for necessary health modifications
 - Deliver resources for achieving long term health goals
 - Address the individual's health risks

Addition of FitBit Activity Trackers

What is a FitBit?

The FitBit is a tool to help motivate movement through daily tracking of your habits! When it comes to reaching goals, steps are just the beginning. Fitbit tracks every part of your day – daily movement, exercise, food, weight and sleep – to help you find your fit, stay motivated, and see how small steps make a big impact.



Who can get one and how?

- ALL employees who participate in the HRA can earn a FitBit
- Moderate and High risk employees will need to complete their HRA, attend an initial nurse consult and set two (2) S.M.A.R.T. health goals with the nurse
- Low risk members will need to complete their HRA and an online wellness survey
- Once employees complete the steps listed above, they will receive a unique code used to order their FitBit tracking device!
- AZLGEBT will pay 100% of the discounted cost of the FitBit Zip!
 - Employees can purchase a higher model by paying the difference



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Complete the HRA to earn a \$10 per pay period Premium Waiver



Receive a Biometric Health Grade from Healthwaves



Low Risk Members – Complete the Online Wellness Survey

Moderate & High Risk Members – Complete the Initial Nurse Consult and set 2 Health Goals



Receive a Unique Ordering Code, get a FitBit and start moving!

Why FitBits?

- Fitness is not just about gym time, it's all the time.
- FitBit trackers will replace AZLGEBT's short term wellness challenges and focus instead on motivating employees to move every day
- Somewhere between first tries and finish lines, pillow fights and pushing limits, is where we find wellbeing
- How we spend our day determines when we reach our goals
- Seeing our progress against the group and our peers will help employees see what's really possible
- Get motivated and get moving!

What's About the Other Wellness Programs?

- Sweet Savings Diabetes Program?
 - Unchanged
- Screenings
 - Various forms of cancer
 - Cardiac
 - Organ, etc.
 - No change!

Questions?

