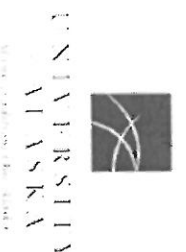


2015 Proposed Incentive Design

Participants must complete a Personal Health Assessment (PHA), get a Biometric Screening, and earn 5 credits to be eligible for the rebate on their FY2016 health care contributions.

Fitbit Activity: starts November 1, 2014; All other Connected! Activity: starts January 1, 2015



November 1, 2014 – April 30, 2015

Activity	Credit	Max Credit Per Plan
Personal Health Assessment (PHA)		Required
Biometric Screening: July 1, 2014 Look Back		Required
Annual Wellness Visit (Premera*)	1 Credit for Wellness Visit	1 Credit Max for Wellness Visit
Routine Exam (Data Feeds): July 1, 2014 Look Back for Each		
<ul style="list-style-type: none"> Adult Immunization (Premera) Dental Exam (Premera) Vision Exam (VSP*) 	1 Credit per Exam	3 Credit Max
Tobacco Cessation (Attestation Question): Tobacco Free (for at least 6 months prior to April 30, 2015)	1 Credit for "Yes" Response	1 Credit Max for "Yes" Response
Complete 4 Healthyroads Lifestyle Coaching Sessions	2 Credits for Completing 4 Sessions	6 Credit Max for Completing Sessions
Complete 8 E-Coaching Classes	1 Credit for Completing 8 Classes	2 Credits Max
Complete An Enterprise-Wide Healthyroads Challenge	1 Credit for Completing Challenge	2 Credit Max for Completing Challenge
Physical Activity: 80,000 points per one calendar month: Manually added steps will count 1 step = 1 point; 1 minute of biking = 250 points; 1 minute of swimming = 250 points 30 Minute Fitness Facility Visit (Healthyroads CheckIn! App, Healthyroads Contracted Fitness Facility**)	1 Credit for 80,000 points	5 Credit Max
1 Visit = 10,000 points; all 8 visits must be completed within calendar month		

*Data feed charge may apply. Healthyroads needs a 60-day lead time for testing and set-up of data feeds.

**Healthyroads Contracted Fitness Facility reports could have a 90-day data lag.