

Wesleyan Motivate Me Motivate Me Program

for faculty ,staff, spouses and partners not enrolled in the

Wesleyan CIGNA Plan

Wesleyan’s Motivate Me Program rewards individuals dedicated to improving their health and well-being. Earn points by actively participating in health improvement programs and activities. Your points can then be redeemed for payments. Benefit –eligible faculty, staff, spouses and partners are eligible to participate and earn points.

Choose a milestone below to get started! The following pages describe each milestone and how to report and redeem your points.

Milestones	Points
1. Complete an annual preventative care office visit	50
2. Complete an ob/gyn exam	25
3. Complete a mammogram	25
4. Complete a colon cancer screening	40
5. Complete a preventative dental care exam	25
6. Get a yearly flu shot	10
7. Complete an annual vision care exam	25
8. Complete a monthly healthy eating program	60 (5 points per month)
9. Complete an annual weight management program	25
10. Complete a monthly physical activity	60 (5 points per month)
11. Complete a monthly health management activity	60 (5 points per month)

Wesleyan's Motivate Me Program for faculty and staff not enrolled in the Wesleyan CIGNA Plan.

Welcome to the Frequently Asked Questions (FAQs) page. On this page you will find answers to the most commonly asked questions about Wesleyan Motivate Me Points.

Information about the Program

1. What is Wesleyan Motivate Me Points?

Wesleyan Motivate Me Points is a way for you to get rewarded for participating in health improvement programs. By actively participating in programs and reaching certain milestones offered by Wesleyan, you will be eligible for points that can be redeemed for payments.

2. Why should I participate?

You should participate because it gives you the chance to improve your health and be rewarded for it. Improving health is something everyone should do because it will help you feel better, live longer and have fewer health complications – and you'll get rewarded for taking steps to get there.

3. Do I have to pay to participate?

No. There is no cost for individuals to participate in and complete program activities.

Getting Started

4. How do I start?

Choose a milestone that you would like to complete. You can learn more about each milestone in the following pages. As you complete each activity, log it into your Account Summary on the last page.

5. Can my spouse or partner participate in this program?

Yes.

Earning and Redeeming Points

6. Is there a limit on the number of points I can earn?

Yes. You can earn up to 150 points semiannually (end of June and end of December). Once you have reached that number of points, you can continue to take part in health improvement programs, but you will not earn additional points.

7. Do I have to pay taxes on the rewards I earn?

Yes. You will receive a taxable payment for you and your spouse or partner in your paycheck.

8. What happens if I don't use all my points this year?

Points do not rollover so, if you do not use them, they expire every six months.

9. What happens to my points if I leave Wesleyan or if Wesleyan decides not to offer the Motivate Me Points Program next year?

If you leave Wesleyan, you and your spouse or partner will no longer be eligible to earn credit for completed activities and you will lose credit for points already earned but not redeemed. If Wesleyan no longer offers the Motivate Me Points Program, your points will expire when the program ends.

Point Tracking and Self-Reporting

10. How and where do I track my program milestones, activities and points earned?

Account activity should be logged into your Account Summary. Each individual should use a separate Account Summary.

11. How do I redeem my points?

After you and your spouse or partner have completed and signed your Account Summaries, send it to benefits@wesleyan.edu or mail the hard copy to the Benefits Office in Human Resources. You should send your completed Account Summary in December and June. Please do not send it as you complete each activity. Payment will be included in your paycheck two months after each six month period has ended. For January through June, payment will be made in August. For July through December, payment will be made in February.

Other

12. I'm healthy, so I'm not eligible to earn as much as someone who has a chronic health condition. Isn't that reverse discrimination?

Health and productivity programs are designed to create engagement, participation and behavior change for individuals who would benefit from such services. Programs must be designed so they don't create a penalty if you choose not to participate.

It is not required that all individuals have equal access to the same programs and related points. For example, a Healthy Pregnancy program, by its nature, deselects men from participation. An employer is not required to offer a parallel program of equal value to men.

Under HIPAA rules, employers and/or health plans are allowed to provide people with existing health issues an enhanced benefit because this is considered "benign discrimination" since people who don't participate aren't penalized.

The goal is to improve overall health for the entire community and thus make an impact on rising healthcare costs and premiums. All participants will ultimately benefit.

MILESTONES

1. Complete a preventive care office visit

Even if you see yourself as a healthy person, with little or no health concerns, prevention is the first and most important step you can take to manage your health.

Annual check-ups with your doctor or health care professional are one of the greatest prevention steps you can take to stay healthy. A preventative visit would include any annual routine visit that is not associated with a pre-existing symptom, illness or disease. Under the Wesleyan health plan, all adults are eligible for one routine preventative exam annually and we strongly encourage our members to avail themselves of this benefit.

To report your preventive care annual check-up and earn points for this important action, you will be required to enter the following information in your Account Summary:

- Date Completed: Enter the date in you had your preventive care annual check-up
- Activity Name: Enter "Preventive Care".
- You can also enter a brief description of your office visit, but it is not necessary to earn points.

You will receive points for one preventive visit in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

2. Complete a mammogram

Mammograms are used as a screening tool to detect early breast cancer and to detect and diagnose breast disease in women. Studies show that mammograms given to women under 50 with a moderate family history of breast cancer can spot cancers earlier and increase the odds for long-term survival.

When you complete this important screening, you are eligible to earn Wesleyan Motivate Me Points. To report completion of your mammogram and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date in you had your mammogram
- Activity Name: Enter "Mammogram".

You will receive points for one mammogram in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

3. Complete a cervical cancer screening

Cervical cancer screenings such as Pap and HPV tests are used as a screening tool to detect early cervical cancer in women, which makes them an important preventive measure. And by completing this important screening, you are eligible to earn Wesleyan Motivate Me Points.

To report completion of this screening and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date in you had your cervical cancer screening.
- Activity Name: Enter "Cervical cancer screening".

You will receive points for one cervical cancer screening in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

4. Complete a colon cancer screening

Studies show that routine colon cancer screenings, such as colonoscopies, can often find colorectal cancer early, when it is most likely. In many cases, screenings can also prevent

colorectal cancer altogether. This is because some polyps, or growths, can be found and removed before they have the chance to turn into cancer.

To report completion of this screening and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date in you had your colon cancer screening.
- Activity Name: Enter "Colon cancer screening".

You will receive points for one colon cancer screening in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

your activity accurately.

5. Complete my preventative dental care

Regular dental visits may do more than brighten your smile. Research shows receiving regular dental care often catches minor problems before they become major and expensive to treat. Gum disease has also been identified as a risk factor for health conditions such as diabetes, heart disease, pre-term birth and more.

To report completion of this exam and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date in you had your preventative dental exam.
- Activity Name: Enter "preventative dental exam".

You will receive points for one preventative dental exam in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

6. Get my yearly flu shot

Did you know that healthy adults can spread the flu virus the day before they feel sick? Help reduce the risk of flu for yourself, your family, and those around you by getting a flu shot. The Centers for Disease Control and Prevention recommends a flu shot each fall as the best way to prevent getting and spreading the flu. Wesleyan offers a flu shot clinic each fall for faculty and staff. You can also get a flu shot in your community by contacting your doctor, going to a walk-in clinic or other locations that offer flu shots like retail grocery stores and pharmacies.

To report completion of this activity and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date you had your flu shot.
- Activity Name: Enter "flu shot".

You will receive points for one flu shot in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

7. Complete an annual vision care exam

Did you know that your eyes reveal insights to your overall health and wellbeing? An annual eye exam can provide early detection for many different diseases that affect more than just your vision. Routine eye exams can provide early indicators of conditions such as high blood pressure, diabetes, and even heart disease.

To report completion of this exam and earn points for this important action, you will be required to enter the following information in your Account summary:

- Date Completed: Enter the date in you had your vision exam.
- Activity Name: Enter "vision care exam".

You will receive points for one vision care exam in this calendar year.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

8. Complete my monthly healthy eating program

Good nutrition is an important part of a healthy lifestyle. But, sometimes it can be hard to know what good nutrition is, or how to start making changes that you can live by – for your lifetime. Whether your goal is to feel good, manage your weight, or prevent health problems, you can now participate in a program that offers additional motivation for healthy eating.

Healthy eating is not a diet. It means making changes you can live with and enjoy for the rest of your life. And it starts with new ways to eat, such as eating more fruits, vegetables, and whole grains, and cutting back on foods that have a lot of fat, sugar and salt.

Meet one of the following goals each month to earn 5 points:

1. Eat a combination of at least 4 servings of fruits and/or vegetables a day for the month
2. Reduce sodium intake to less than 2,300 milligrams daily for the month.
3. Eat breakfast every day and include 15 grams of protein.
4. Consume at least half of all grains as whole grains for the month.
5. Go meatless two days a week for the month.
6. For dairy products, eat/drink only fat-free and low-fat products for the month.
7. Drink at least eight glasses (8 ounces each) of water a day for the month.
8. If you drink soda daily, cut your consumption in half each day for the month.

You can earn a maximum of 5 points each month. To report your completed healthy eating activity on a monthly basis and earn points for this important action, you'll be required to enter the following information in your Account summary:

- Date Completed: The last day of the month that you met your healthy eating goal.
- Activity Name: Enter "Healthy eating."
- For description, you should also enter which healthy eating goal you met.

You are also required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

9. Complete an annual weight management activity

Heavy weight and obesity are major health issues for many Americans today. If you're one of the millions of Americans who struggle to maintain a healthy weight, you're not alone. In today's fast-paced society, it can be difficult to find the time to cook healthy meals, and it's often more convenient to go to a drive-through.

You will be awarded points for successfully completing a sponsored weight loss program and reaching your target weight. A sponsored weight loss program could include, but is not limited to, the following:

Weight Watchers®

Jenny Craig®

Nutrisystem®

Medifast

Community or health care facility sponsored program

To report your completed weight management activity and earn points for this important action, you'll be required to enter the following information in your Account summary:

- Date Completed: The date you reached your target weight and completed your weight loss program.
- Activity Name: Enter "Weight management."
- For description, you should enter the name of the weight loss program.

You are also required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

10. Complete a monthly physical activity

You know that physical activity is an important part of a healthy lifestyle, but sometimes it's hard to stay motivated. With everything you have going on, getting to the gym or meeting a friend for a walk can seem like something that's just not worth the time, but every step you take is a step toward better health - and toward Wesleyan Motivate Me Points.

There are a number of ways to incorporate physical activity into your life and earn points at the same time. You will be awarded 5 points for each month you successfully meet the following guidelines:

- Exercise 30 minutes a day for at least 4 days a week.
- Exercise should include a moderate or vigorous activity level for your personal abilities.
- Exercise can include any combination of aerobic or muscle strengthening activities.
- Examples of aerobic activities include, but are not limited to, walking jogging, biking, swimming and Zumba.
- Examples of muscle strengthening activities include, but are not limited to, yoga, Pilates and weightlifting.

You can exercise at whatever time and location works for you. Wesleyan provides an excellent athletic center that is accessible to all faculty and staff. The Freeman Athletic

Center offers a fitness room, indoor and outdoor tracks, pool, basketball courts and racquetball courts. In addition, there are great adult fitness classes in the morning and at lunchtime. For schedules, please go to: <http://www.wesleyan.edu/athletics/adultfitness/>

You can earn a maximum of 5 points each month. To report your completed physical activity monthly and earn points for this important action, you will be required to log your activities each day and then enter the following summary information each month in your Account summary:

- Date Completed: The last day of the month you were active.
- Activity Name: Enter "Physical activity."
- You can also enter a brief description of how you got moving, but it is not required to earn points.

You will also be required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

11. Complete a monthly health management activity

You know that it's important to lead a healthy lifestyle, but sometimes it's hard to know where to start, and even harder to stay motivated. But with Wesleyan's Points Program, you now have some Motivate Mes to take action. Not only will you feel better about changing your lifestyle habits, but you'll earn valuable points. You will be awarded 5 points for each month you successfully complete an activity listed below. You can earn a maximum of 5 points a month.

Here are the activities that you can help you improve your lifestyle habits while also earning points:

- Attend a Wesleyan Lunch & Learn Program or a Challenge Series Event sponsored by the Adult Fitness Program
- Bring a Wesleyan colleague (who has not participated previously in the adult fitness classes) to an Adult Fitness class four times.
- Participate in a sponsored fitness event that can include, but is not limited to:
 - Walking/running event – 1 mile fun walk, 5K, 10K, half or whole marathon
 - Multisport – duathlon, triathlon, Iron Man
 - Cycling event – charity or sponsored
 - Intramural league – basketball, softball, volleyball
 - Golf event – charity or sponsored

You can earn a maximum of 5 points each month. To report your completed health management activity on a monthly basis and earn points for this important action, you'll be required to enter the following information in your Account summary:

- Date Completed: The date you completed your required health management activity.
- Activity Name: Enter "Health management."

- You should also enter a brief description of how you completed your health management activity.

You are also required to agree to a statement saying your report is truthful and that you have reported your activity accurately.

My Account Summary

Name_____

Spouse/Partner Name_____

Wesleyan ID of employee_____

Time Period: _____

(If you need more than six entries, you may attach copies of this page and complete and sign them.)

Milestone_____

Date completed_____

Activity name_____

Description_____

Points earned_____

Milestone _____
Date completed _____
Activity name _____
Description _____
Points earned _____

Milestone _____
Date completed _____
Activity name _____
Description _____
Points earned _____

Milestone _____
Date completed _____
Activity name _____
Description _____
Points earned _____

Milestone _____
Date completed _____
Activity name _____
Description _____
Points earned _____

Milestone _____
Date completed _____
Activity name _____
Description _____
Points earned _____

To the best of my knowledge, the information I have entered above is correct. I understand that if I provide false information I may be subject to corrective action.

Total Points _____ *Send this completed form to the Benefits Office at the end of June*

Signature _____ Date _____