Employee Wellness Program
Humana Vitality

Humana Vitality is a world-wide employee wellness and incentive program with over 5 million participants with 14 years of experience providing services across a wide range of enterprises, and private and public sector employers.

Humana Vitality is an online, incentive-based health/wellness enhancement program. It is designed on the premise that "good health is good business". Achieving good or better health is realized through the process of employee engagement, participation, education/knowledge and reward/recognition in the Vitality online employee wellness program. With improving employee health and wellness, employers see savings or improvements, typically within 3 years, in healthcare costs, absenteeism, workplace injuries, employee morale and productivity.

Humana Vitality provides a personalized wellness program design (pathway to health) that is created through employee participation in the initial "Health Risk Assessment" that is a confidential online question and answer assessment of the participant's general health and can be refined through participation in a biometric test (blood test), blood pressure, and body mass measurement, to determine other health risk factors. From these two health assessments a personal wellness profile is created that provides the employee with their "Vitality Age" and possible health risks. An individual wellness program is created for that employee with agreed milestones/goals and suggested wellness activities. Personal online or phone "coaching" is available for the employee from a trained personal health coach to assist the person in achieving their goals. As goals are achieved and activities recorded, points are earned that are later redeemed for a variety of consumer items to reward and recognize the individual's achievement.

The personal goals and wellness program focuses on 4 specific areas:

- **Education:** members use a variety of educational tools, including online courses, health calculators and interactive conversations on such topics as: nutrition, ways to get active, stress management, tobacco cessation, preventing heart attacks, cholesterol, blood sugar management and related wellness topics.
- **Prevention:** participation in screenings, such as mammograms, colorectal, diabetes, blood pressure, doctor wellness checkups/visits or getting flu shots and other prevention activates.
- **Healthy Living:** participation in online, training and education programs, employer sponsored events such as health fairs, wellness events/challenges, even giving blood donations. Individuals who have first aid and/or CPR certifications may also receive points for these certifications.
- **Fitness and Exercise:** participation in sports leagues, athletic events, health club workouts, walking, bicycling, jogging and other related physical activities.

Through participation in each or any one of the 4 areas employees earn "Vitality" points (through verified activities) that are accumulated over time and then can be "spent" via an online "shopping mall" for a wide variety of consumer items. Points are awarded for participation in wellness activities and levels of achievement; the concept is simply reward and recognition for participation and achievement. The employee reports verifiable participation to the Vitality program and points are credited within 24 to 48 hours. Reporting is done in a wide variety of methods; participation must be verified to receive points.

Who May Participate in the wellness program?
Each county decides their level of participation, to participate or not, and the number of employees that may participate. Counties pay for the number of employees they want to be eligible to participate, the more employees participating in the Vitality program the greater the opportunity for a positive impact on healthcare costs, morale and employee wellness.

Confidentiality
Humana Vitality is a fully HIPAA and Affordable Care Act compliant program. Individual information and results are confidential and are **NOT** accessible by the employer or employer representatives. Employee logon and account information is not accessible as well, this is a highly secure environment.

Support
Humana Vitality provides significant support in the way of an account executive and an account advisor, promotional material, articles for newsletters, pay check stuffers, kick-off meetings, participation in employee/employer health fairs, sponsored health/wellness challenges and related events. Vitality also provides significant support through social media and mobile applications.

Vitality does provide aggregate reporting for usage and participation for Trindel as a whole and for each individual county, as noted earlier, individual participant information is not available or reported to the employer.

Requirements
Each county must have a Vitality wellness "champion", a current employee willing to act as the coordinator for the program. This is a critical position within each county and typically takes a just a few hours each month to coordinate wellness activities and answer questions. Humana Vitality sponsors support events and activities for the "champion" to assist them in their duties, this includes monthly phone calls with other champions from our participating counties.
Humana Vitality does partner with the Disney Institute to provide "Champions with training and support on an invitation basis.

- Provide for an employee wellness "kickoff" meeting or event in each county, resources for the biometric testing.
- Negotiate with local fitness clubs for discounted rates.
- Humana Vitality does track employee usage by the individual social security number and for secure account access. If the employee loses their logon or password information this number is how Humana identifies the employee and resets the account.

Conclusion
Humana Vitality Wellness provides a unique opportunity to actively engage employees in their own health and wellness through the Health Risk Assessment, Biometric Testing, health screenings, their personal pathway to health, knowledge and education as well as personal achievement and reward. Humana Vitality also provides the opportunity to achieve results in a positive and supportive "go at your own pace" environment. At the cost of just a few dollars per month, under $5.50 per number of eligible employees each month, Humana Vitality offers a great opportunity to provide a positive benefit through Trindel Insurance Fund.