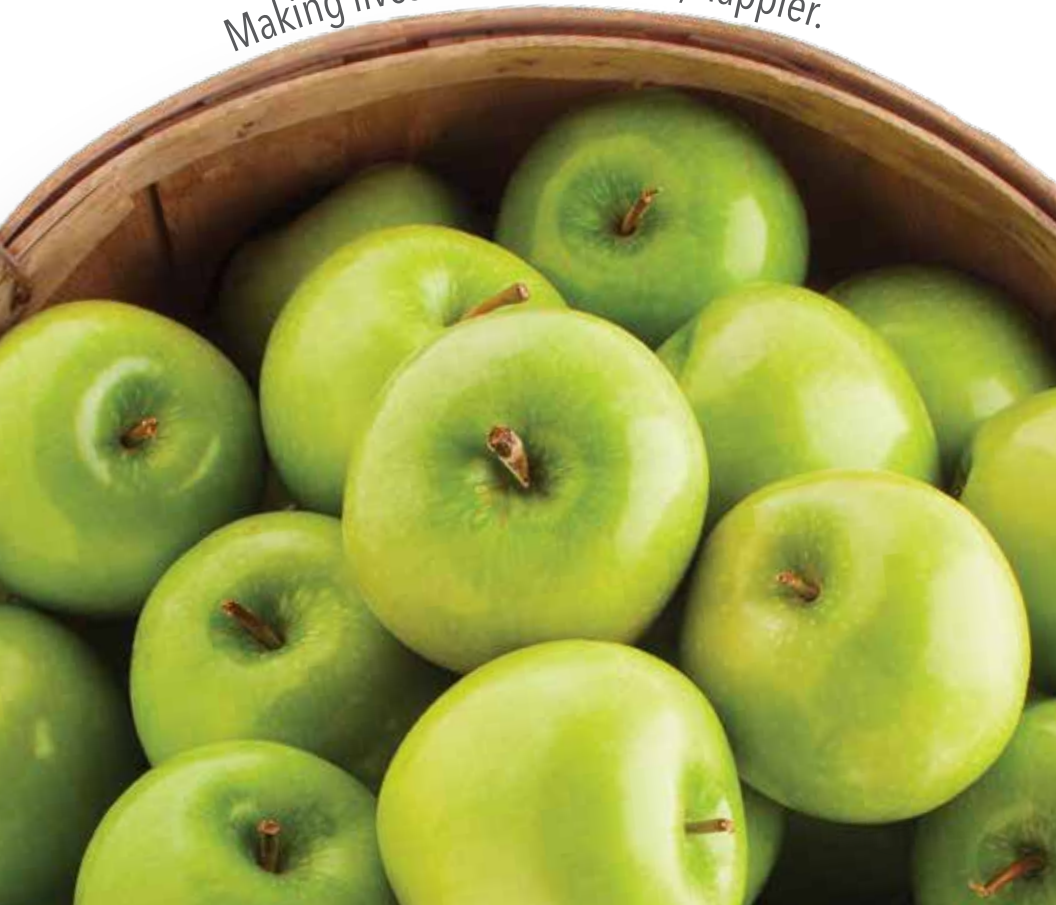




ACTIVATION GUIDE

2023

Making lives easier, healthier, happier.



DEAR HY-VEE EMPLOYEE:

In 2023, Healthy Lifestyles remains an incentive program that is completed throughout the year.

As a reminder, Healthy Lifestyles is a voluntary wellness program available to all regular and full time employees who participate in one of the Hy-Vee and Affiliates' Medical Plans.

In the following pages you'll learn about the different program options available to you and your covered spouse (if applicable) in 2023.

ITEMS OF NOTE FOR 2023

You can now access your incentive dollars sooner! Beginning in 2023, there will be two incentive payout options!

1. June 23 - includes any events showing complete in your Healthy Lifestyles portal, as of May 31.

Incentive payout examples: On May 31, my Healthy Lifestyles portal shows that I have completed an eye exam and an annual physical. On June 23, I will receive \$225 for my first Healthy Lifestyles incentive

- I have until October 31 to complete my other events and earn the remaining \$175.

2. December 15 - the final incentive for all events completed on or before October 31, that have not already been paid.

On May 31, my Healthy Lifestyles portal does not show any completions. I will not earn an incentive on June 23; but I still have until October 31 to complete any or all events and earn the final incentive payout on December 15

Important detail: The June 23 incentive is a one-time payout only - do not worry if your items are not complete yet - you still have until October 31!





HEALTHY LIFESTYLES PORTAL

The Healthy Lifestyles portal tracks completions for all the program options laid out in this guide. Please allow at least thirty days for claims to populate through the system and for the completion to be visible. Don't see your completion? If more than thirty days has passed, and you have your explanation of benefits or a document verifying the completion, you may upload that verification document through the Forms center of the portal.

Please remember: *Employees and covered spouses EACH need their own account in the Healthy Lifestyles portal.*

VIEWING YOUR COMPLETIONS

Healthy Lifestyles program completions are viewed via the Healthy Lifestyles portal by visiting <http://hy-veebenefits.com> OR by going directly to https://hy-vee.livehealthyignite.com/users/sign_in.

New to Hy-Vee or Healthy Lifestyles? Please set up an account directly in the portal by clicking "Join Now" on the landing page.

To view completion status through <http://hy-veebenefits.com>:

- You will need your username/password to access your homepage, if you don't remember your password please click the "forgot your password?" link; if that doesn't work, contact your Hy-Vee Benefit Coordinator.
- Login to your personal account, then select "Click Here" under the Healthy Lifestyles Portal heading. This will take you directly to the portal without needing to login again. **This will only work if you have an existing account in the Healthy Lifestyles portal**

TO REVIEW INFORMATION ABOUT THE 2023 TOBACCO/ NICOTINE ATTESTATION PROCESS, PLEASE REFER TO THE 2023 BENEFIT REFERENCE GUIDE.

BIOMETRIC SCREENING - \$75

Biometric screenings completed November 1, 2022 through October 31, 2023 earn \$75 (employee or covered spouse). Employee and covered spouse both complete to earn \$150. To complete a screening:

- Visit a participating Hy-Vee: A Hy-Vee dietitian or pharmacist will conduct your screening free of charge. **Hours and availability vary by store.**
- If your screening is completed by a Hy-Vee dietitian or pharmacist they will enter your biometric results to be sent to the Healthy Lifestyles portal for completion credit.
- Visit your personal physician: Remember to use an in-network physician. Annual physicals are covered at 100%, corresponding preventive lab work will also be covered at no cost.
- If you or your covered spouse receive your biometric screening results from a provider other than a Hy-Vee dietitian or pharmacist, please collect your numbers listed below and send them in one message to the secure email address: healthylifestylescreenings@hy-vee.com. When submitting these numbers via the secure email address be sure to include the following personal information in addition to your biometric numbers: identify yourself as the employee or spouse and then provide your full name, your Employee ID number (covered spouses will provide the employee ID number of the Hy-Vee employee who provides their coverage) and your date of birth (MM/DD/YYYY).

BIOMETRIC SCREENING INFORMATION NEEDED:

Total cholesterol: _____	Blood pressure: _____
LDL: _____	Height: _____
HDL: _____	Weight: _____
Triglycerides: _____	BMI: _____
Glucose: _____	Waist Circumference: _____

HOW IS BIOMETRIC INFORMATION GATHERED?

Generally, the biometric values needed to complete this Healthy Lifestyles requirement can be gathered with a simple and easy, fasting finger stick blood sample. Gathering this type of sample usually takes just 5 to 10 minutes.

WHAT'S CONSIDERED HEALTHY?

Wondering how your biometric values fall into normal or healthy ranges? To find out more about how you rate, visit your Hy-Vee Dietitian. For more information, or for specific questions, talk with your personal physician.

FOR THE PRIMARY CARE CLINICIAN:

Your patient is participating in a worksite wellness program to help assess and manage his/her health. As part of the program, please provide appropriate fasting tests to obtain biometric values.

BIOMETRIC SCREENING VALUES MUST BE FASTING.

PHYSICAL WITH A PRIMARY CARE PHYSICIAN - \$175

A physical completed with a Primary Care Physician November 1, 2022 through October 31, 2023 earns \$175 (employee or covered spouse). Employee and covered spouse both complete to earn \$350.

- Make an appointment with your personal physician for a physical. Please note the physical is to review your overall health and should not be scheduled as a visit specific to an existing condition. *When scheduling please specifically state you are requesting a physical.*
- If you do not have a personal physician you may call the number on the back of your medical ID card for assistance in finding an in-network physician near you. Or visit the Wellmark website to search providers.
- Annual physicals are covered by the Plan at 100%; however additional health care services may be provided when visiting your physician that may incur a co-payment or additional cost.
- If you are unable to complete your biometric screening with a Hy-Vee dietitian or pharmacist, your physician may collect the same information through a lab draw in their office. If your physician provides your biometric numbers, please follow the instructions on the previous page to submit your values to receive biometric screening incentive credit.

DENTAL CLEANING - \$50

A dental cleaning completed November 1, 2022 through October 31, 2023 earns \$50 (employee or covered spouse). Employee and covered spouse complete to earn \$100.

- Make an appointment for a dental cleaning/exam with an in-network provider.
- Preventive cleanings are covered at 100%.
- While you may (and should!) have two cleanings per year, you are only eligible for the incentive dollars once.

PREVENTIVE EXAM OR FLU SHOT - \$50

A preventive exam OR flu shot received November 1, 2022 through October 31, 2023 earns \$50 (employee or covered spouse). Employee and covered spouse complete to earn \$100.

- Make an appointment with your personal physician for a preventive exam (including a Pap smear, mammogram or colonoscopy). *Please refer to the table at the back of this guide for a complete list of preventive exams.*
- If you do not have a personal physician you may call the number on the back of your medical ID card for assistance in finding an in-network physician near you. Or visit the Wellmark website to search providers.
- Preventive exams are covered by the Plan at 100%; however additional health care services may be provided when visiting your physician that may incur a co-payment or additional cost.
- *Preventive exams may be completed once per calendar year at no charge. They do not require twelve months between each exam to be covered.*

DON'T NEED A PREVENTIVE EXAM THIS YEAR?

Get a flu shot with your Hy-Vee Pharmacist, or with your personal physician to complete this option.

EYE EXAM OR FINANCIAL WELLNESS - \$50

A vision exam completed November 1, 2022 through October 31, 2023 earns \$50 (employee or covered spouse). Employee and covered spouse complete to earn \$100.

- Make an appointment for a routine vision exam with an in-network provider.

Routine eye exams incur an Office Visit copay.

DON'T NEED AN EYE EXAM THIS YEAR?

Complete a Financial Wellness video course between November 1, 2022 and October 31, 2023 to complete this option. You/your covered spouse will be able to access video courses directly through the Healthy Lifestyles Portal. The Financial Wellness option can also be completed in person or by phone via a Retire Secure meeting with your Principal Representative. Please note: the \$50 credit is available one time only, but you may complete as many video courses as you like!

PERSONAL CHALLENGE - \$75

A personal challenge completed between November 1, 2022 and October 31, 2023 earns \$75 (employee or covered spouse). If employee and covered spouse complete you'll earn \$150.

- You, and your covered spouse, may complete one of 19 personal challenges listed on the Healthy Lifestyles portal. A variety of challenge topics are being offered, ranging from physical to community focus. To earn the credit for completion, you/your covered spouse, will need to complete weekly tracking for the duration of your chosen program; programs range from 20 - 35 days in length.
- To view the program choices, simply login to your Healthy Lifestyles portal and click on "Challenges" and then navigate to "Personal Challenges". You may view details of each challenge by clicking on the DETAILS icon. After reviewing, select JOIN under the challenge of interest to you and follow the instructions. **The challenge begins as soon as you make your selection.**
- The Personal Challenge option will provide a \$75 incentive upon completion. You may complete as many of the personal challenges as you wish, but the \$75 incentive will only be credited one time.

PUTTING IT ALL TOGETHER!

Biometric Screening	\$75
Physical with a Primary Care Physician	\$175
Dental Cleaning	\$50
Preventive Exam or Flu Shot	\$50
Eye Exam or Financial Wellness	\$50
Personal Challenge	\$75

Maximum Incentive: \$400

Remember! You do not need to complete all options. You may choose to complete any of the options outlined above to meet the \$400 incentive or you may choose to complete two or three or zero! **Your incentive is based on what you complete until you reach the \$400 maximum**— if you do a biometric screening only, your December incentive would be \$75. The Healthy Lifestyles program is voluntary – you may choose to participate or not participate. Please note, those not completing any of the program options will not receive an incentive.

A FEW IMPORTANT POINTS TO REMEMBER:

- To earn the incentive dollars program option(s) must have a completion date between November 1, 2022 and October 31, 2023.
- Each program option, and their corresponding incentive, are earned individually.
- Employees and covered spouses earn their incentives separately. For example, your covered spouse may complete all program options and you may only complete one. That is your choice!
- Any events showing complete in your Healthy Lifestyles portal as of May 31 are eligible for the first incentive payout on June 23. The first incentive dollars will be added to your paycheck.
- The final remaining incentive dollars (the total earned by you/your covered spouse combined) will be added to your December paycheck in one lump sum.
 - » The maximum incentive given for those with Employee Only or Employee Children medical coverage is \$400!
 - » The maximum incentive given for those with Employee Spouse or Employee Family medical coverage is \$800!
- To be eligible to earn the incentive in 2023 you must meet the following criteria:
 - » **EMPLOYEE:** still be employed by Hy-Vee/Affiliate when the incentive checks are prepared
 - » **SPOUSE:** still be a covered dependent on one of the Hy-Vee and Affiliates' Medical Plans when the incentive checks are prepared

Thank you for taking the time to review this guide and learn more about working together towards our goal of a helpful and healthy Hy-Vee!

ELIGIBLE PREVENTIVE EXAMS

BONE DENSITY SCREENING

COLONOSCOPY

MAMMOGRAM

PAP SMEAR

PSA TEST

SIGMOIDOSCOPY

Some exams listed are subject to age restrictions to be completed at no charge. Please consult with your physician.



FAQ WITH DR. FICK:

WHY IS IT IMPORTANT FOR A PERSON TO SEE THEIR PRIMARY CARE PHYSICIAN EVERY YEAR FOR A ROUTINE PHYSICAL?

Think of your primary care provider as your partner in your long-term health. Your primary care provider might be a physician, a physician assistant, or a nurse practitioner; they are someone you can talk to about your health concerns. Routine physicals are good opportunities to build a relationship with your primary care provider. That way, they will know your health background, risk factors and concerns if you do get sick.



Your primary care provider can help you stay on track with cancer screenings and will know the recommended schedules to stay up to date on vaccines. Your provider can check in on your mental health. If you need more specialized testing or care for a particular health concern, your primary care provider can point you in the right direction.

WHAT TYPE OF INFORMATION CAN A PHYSICIAN LEARN FROM A PERSON'S BIOMETRIC SCREENING?

Reviewing a patients' biometric data may allow your provider to catch and treat diseases early which leads to better health outcomes. Your information will also aid your provider in recommendations for lifestyle changes to keep you healthy.

DO YOU RECOMMEND THAT ALL INDIVIDUALS RECEIVE AGE-APPROPRIATE PREVENTIVE EXAMS?

That's something you and your primary care provider can decide together based on your age and your unique health history, risks, and needs.

Typically, adults need a checkup when you are sick, when you have a symptom that could mean illness, to manage chronic or ongoing conditions, to check on the effects of a new medicine, to help with risk factors like smoking or obesity, for prenatal care, if you are pregnant, and for lifestyle issues like family planning.

From a healthy patient's perspective, the complete physical, or periodic health examination, should answer one or more of the following questions: (1) "Am I in the early stages of a disease that, if detected, can be cured or forestalled?" (2) "Are there lifestyle changes I can make that will increase my health and well-being?" (3) "Can I get information about my specific health concerns?"

Healthy Lifestyles

Contacts

Hy-Vee Benefit Plan

5820 Westown Parkway
West Des Moines, IA 50266
515-267-2800

ask for your benefits coordinator

Healthy Lifestyles Portal Questions

Call: 1-844-325-4378 or

email: info@navigatewell.com

For additional information and/or to review any potential updates please visit Huddle or the Healthy Lifestyles Portal as the most up to date information will be included in these two places.

Hy-Vee | 5820 Westown Parkway
West Des Moines, IA 50266

