Participating in Wellness for Life

Each April, all employees have the opportunity to register to participate in the Wellness for Life health improvement program. New employees hired after April 1, 2011 and employees returning from a leave of absence have the OPTION to register for a partial year of participation or wait until April 2012 when the next annual program kicks off. The guidelines below provide more details on mid-year registration for the wellness program.

When to register

To earn Wellness for Life incentive points you must register to participate.

If you are a non-benefited employee — you may register to participate in the Group Events and Activities ONLY at any time.

If you are a benefit-eligible employee hired (or returning from leave) BEFORE October 1, 2011 — you may register yourself and any eligible dependents within 60 days of your benefit eligibility date for the Live Well for Life or the Physician-Directed wellness options. Note: Group Events and Activities are included in these programs.

If you are a benefit-eligible employee hired (or returning from leave) ON OR AFTER October 1, 2011 — you should wait until April 2012 to participate in the Live Well for Life or the Physician-Directed wellness options. However, you may register for Group Events and Activities ONLY at any time.

Benefit eligible employees include:
- Full-time or part-time employees regularly scheduled to work at least 40 hours per 80-hour pay period.
- Newly hired exempt employees become eligible for benefits as of the first day of the month following their hire date.
- Newly hired non-exempt employees become eligible for benefits as of the first day of the month following 90 days of employment.
- Employees returning from a leave of absence become eligible for benefits on the first day of the month following their return to work date.

Important Information About Premium Reductions

If you select a medical plan option with wellness when you are first eligible for benefits (or upon return from a leave of absence), you will automatically receive a premium reduction until the next wellness year starts in April 2012.

Once the new wellness year starts in April 2012, you MUST register for either the Live Well for Life or the Physician-Directed wellness option and complete the program requirements to retain your premium reduction going forward.

The Wellness for Life Participant’s Guide has full details on the wellness program. Be sure to review this guide for more information on your wellness program options and how to register and use the online portal: www.livewellforlife.sutterhealth.org.
# How Your Wellness Options Work

The following chart provides a step-by-step review of how each of the wellness program options work.

## Live Well for Life Wellness Program

<table>
<thead>
<tr>
<th>Available to benefit-eligible employees, spouses/domestic partners and children age 15 and over</th>
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</table>

- **Register within 60 days of your benefit-eligibility date**
  - (or wait until April 2012 to register if eligible on or after October 1, 2011)

- **Take the online Personal Health Assessment (PHA) within 60 days of your benefit-eligibility date**

- **Call Sutter Health Partners at (866) 307-3300 to choose either a Coach-Directed or Self-Directed Action Plan within 90 days of your benefit eligibility date**

- **Qualify for 100 incentive points**

## Physician-Directed Wellness Program

<table>
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<th>Available to benefit-eligible employees, spouses/domestic partners and children age 15 and over</th>
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- **Register within 60 days of your benefit-eligibility date**
  - (or wait until April 2012 to register if eligible on or after October 1, 2011)

- **Download the Physician Verification Form**
  - www.livewellforlife.sutterhealth.org

- **Make an appointment with your physician to complete the Physician Verification Form within 90 days of your benefit eligibility/return to work date**

- **Visit with your physician:**
  - Complete your annual physical*
  - Obtain biometric health screenings
  - Discuss health improvement activities
  - Complete the Physician Verification Form

  * Annual physical is required unless your last physical was within one year of your hire date.

- **Return the completed Physician Verification Form to Sutter Health Partners within 90 days of your benefit eligibility date.**

- **Qualify for 50 incentive points**

## Group Health Improvement Events/Activities ONLY

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<tr>
<th>Available to all employees (does not qualify for premium reduction)</th>
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- **Register any time**

- **Earn Wellness for Life incentive points by participating in various group activities and educational classes.**