



Turn your workplace into a culture of wellness

IT'S WIN-WIN FOR YOUR EMPLOYEES AND YOUR BOTTOM LINE

When you make the Premera Wellness Program a part of your corporate culture, you don't just decide to improve the health of your employees.* You also decide to improve the health of your business. The benefits of a healthy workforce can include:

- > Improved employee productivity
- > Enhanced employee satisfaction
- > Reduced number of days lost to sick leave
- > Increased employee retention
- > Improved employee engagement in safety

You'll earn a discount on your premium when your employees complete the offered wellness activities.



* Active employees and former employees enrolled on COBRA are eligible to participate if enrolled at the time of the plan effective date.



Engage your employees in their health

Our wellness program for Alaska provides resources and incentives to get your employees thinking about their health and motivating them to become healthier.

Biometric screening

This screening will give your employees a better picture of their health by telling them how their body mass index (BMI), cholesterol, blood glucose, and blood pressure measure up.

Biometric screening can be done:

- > At the employee's doctor's office
- > At home with a test kit
- > At your workplace.

Check with your Premera sales professional to see if this option is available.

Health assessment

This online survey about lifestyle, habits, and personal medical history is a quick way for your employees to learn where their health stands and where to focus their time and efforts in becoming healthier. They'll log on at **premera.com** to access the health assessment.

For more information about the wellness program and incentives, contact your Premera sales professional.

Benefits earned by employees participating in the Premera Wellness Program may need to be reported for tax purposes. Please consult with your payroll department and/or tax specialists to determine if you need a record of how much each employee earned through the wellness program. Employers may request such information for tax preparation purposes. In late October, employers will receive a reminder to request the letter. Requests must be received by November 25 and the information will be mailed by December 7. Wellness program earnings information will be provided to your designated payroll personnel and may be used for tax purposes only.

Important dates for participation

Dates of participation depend upon the renewal month for your company.

Program eligibility

New metallic plans

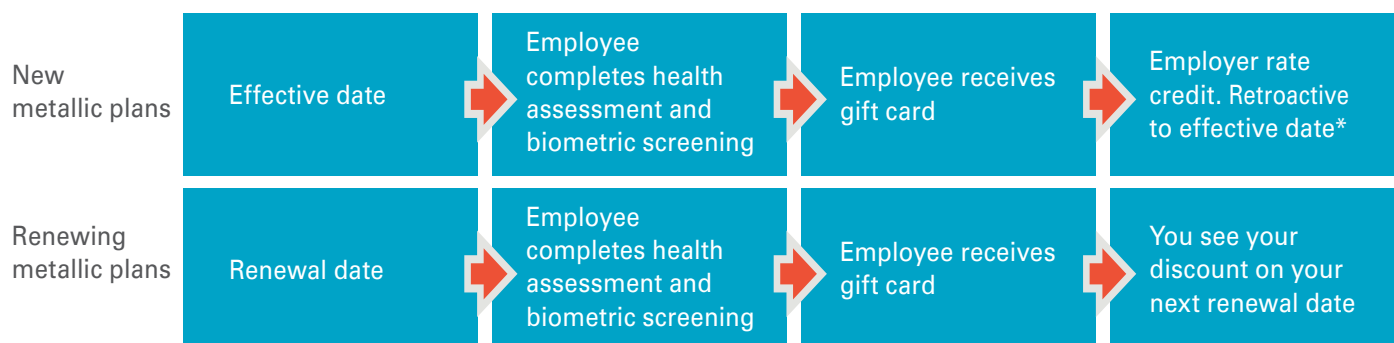
Members must be active on the plan effective date to be eligible for the program.

Renewing metallic plans

Members must be active on the plan during the engagement period to be eligible for the program.

RENEWAL MONTH	NEW METALLIC PLANS		RENEWING METALLIC PLANS	
	START DATE	END DATE	START DATE	END DATE
January	Jan 1	Mar 31	Jan 1	Aug 31
February	Feb 1	May 1	Feb 1	Sep 30
March	Mar 1	May 29	Mar 1	Oct 31
April	Apr 1	Jun 29	Apr 1	Nov 30
May	May 1	Jul 29	May 1	Dec 31
June	Jun 1	Aug 29	Jun 1	Jan 31
July	Jul 1	Sep 28	Jul 1	Feb 28
August	Aug 1	Oct 29	Aug 1	Mar 31
September	Sep 1	Nov 29	Sep 1	Apr 30
October	Oct 1	Dec 29	Oct 1	May 31
November	Nov 1	Jan 29	Nov 1	Jun 30
December	Dec 1	Feb 28	Dec 1	Jul 31

Here's a timeline of how your Premera Wellness Program works:



* The same participation rate will also be applied to your first renewal.



Alaska Wellness Academy

To help you promote a culture of wellness in your workplace, we're bringing the experts straight to you. The Alaska Wellness Academy is a free, in-depth educational training curriculum that will show you how to inspire your employees to live healthier lives and create a healthy, productive workplace.

Attend an academy module in-person or view online at alaskawellnessacademy.com. These are the key elements of the curriculum:

The state of our health — What are the real causes of good and poor health, what is the impact of poor health on employer sponsored plans.

Habits — How do we develop them and what does it take for people to change a habit.

Reward science — What incentives do we really find rewarding; how, when, and why rewards work and don't work.

Devices, tracking, and goal setting — What are the activity trackers of choice; discussions about goal setting, increasing motivation and efficacy with feedback, building resilience, and creating mastery.

Champions and their stories — Who are champions; how to find and recruit them; what makes their stories powerful and worth sharing.

Cooperative competition — How do people like to cooperate and compete; what are the gender differences in approach to competition; what works in designing wellness challenges.

Fun, games, nudges and winks — Why is fun motivating; what are games and why can some be addictive; what are the gaming trends in wellness; what are nudges and winks and how can they be used.

Healthy spaces — What is a performance space; how to design a healthy office.