

Premera Wellness Program

FOR EMPLOYERS WITH 1–50 EMPLOYEES

Healthier employees lead to a healthier workplace. That's why our Premera Blue Cross medical plans for small groups include a wellness program at no additional cost.

Wellness benefits for you and your employees

The Premera Wellness Program offers benefits for you and your employees.

Your employees get rewarded with a Fitbit Zip™ or Fitbit Flex 2™ when they complete an online health assessment within three months of the plan's start or renewal date.

- The survey, which takes about 15 minutes to complete, gauges an employee's physical and emotional health based on risk factors and lifestyle habits.
- In addition, employees have access to a health website with tools that assist and encourage them to pursue health and fitness goals.
- The health assessment and health website are available when your employees sign in to their secure account at premera.com and select **Stay Healthy** in the left navigation bar and then **Wellness Tools**.

As the benefit administrator, you will have access to the [Wellness Program Employer Toolkit](#) which will include ready-to-use content and ideas that make it easy for you to promote wellness, the online health assessment, and the Fitbit activity trackers.

Timeline

- **Months 1-3:** To qualify for the reward, employees must complete the online health assessment within the first 3 months* of the plan's start or renewal date.
- **Within 10 days of completing the health assessment:** Employees who complete the health assessment receive an offer via email to order a free Fitbit. Employees must order their Fitbit within four months of the plan's start or renewal date. They will need their Premera ID number.
- **2 weeks before the Fitbit offer expires:** Employees who were sent the offer to order a Fitbit but did not respond receive a reminder via email.

Benefits earned by employees participating in the Premera Wellness Program may need to be reported for tax purposes. On a quarterly basis, we will send you a list of the employees who participated and received a Fitbit Zip or Fitbit Flex 2 through the program. This information is provided for tax purposes only. Please consult your tax advisor to determine impacts to you and your organization.

*The Fitbit reward is only available to subscribers who are active on their plan on the plan's start date. Subscribers who enroll in their Premera health plan after the start date are not eligible for the reward. Dependents are not eligible for the reward. The reward may be subject to tax withholding and reporting.