



For groups with
51-99 employees

Turn your workplace into a culture of wellness

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

When you make Premera's 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.





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 your workplace through an on-site event*
- > At the employee's doctor's office
- > At a participating Walgreens pharmacy
- > At home with a test kit

They can use their results to complete a health assessment.

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.

\$150 Visa Debit Card

Employees who complete both wellness activities will earn a \$150 Visa debit card, rewarding them for taking steps towards better health!

For more information about the Alaska Wellness program, contact your producer, Premera sales executive, or account manager.

*On-site biometric screenings available for groups with 20 or more participating employees.

Important info about dates and discounts

Your discount is based on employee participation in the Wellness program. Dates of participation depend upon the renewal month for your company.

PREMIUM DISCOUNT

NEW GROUPS

Premera will include an upfront employer premium credit of \$17.50 PEPM* based on your business agreeing to encourage your employees to participate in both wellness activities.

RENEWING GROUPS

Employee Participation	PEPM Discount
100%	= \$17.50
75% - 99%	= \$13.13
50% - 74%	= \$8.75
25% - 49%	= \$4.38
< 25%	= \$0.00

Another way to earn full credit is to reach 50 percent employee participation and complete an Alaska Wellness Academy module by the end date of the engagement period (see next page for more information).

* per employee per month

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

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





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 we develop them and what it takes for people to change a habit.

Reward science — what incentives 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.