2019

Premera’s Wellness Program
Protecting your company’s most valuable assets

For fully insured, minimum premium, refunding, OptiFlex groups with 51 to 499 employees and groups enrolled in the Premera Education Program
It pays to promote employee wellness

Proven benefits of workplace wellness programs include:

• Fewer employee absences
• Decreased workers’ compensation and disability costs
• Increased job satisfaction and morale
• Improved recruitment and retention
• A culture that regards employee well-being as good for business

A workplace wellness program shows you care—about employee health and the health of your business. As a Premera Blue Cross health plan customer, you’re automatically enrolled in our Wellness Program that supports the health of both you and your employees.

By helping your employees lead happier, healthier lives, you strengthen your organization through increased productivity and healthcare savings.

Premera’s Wellness Program
What your employees gain

Premera’s Wellness Program helps employees find resources and make choices that support a healthy lifestyle. The program is useful to anyone, from the sedentary desk jockey who wants to lower his stress and blood pressure levels to the triathlete training for her first Ironman competition.

Wellness means more than physical and emotional health, so the program also helps employees with personal, financial, and legal matters.
Wellness Program features and benefits

Employees access their program benefits through two easy-to-use services: Health Assessment and Lifestyle Guidance Resources.

Health assessment

The online health assessment helps give employees a picture of their overall health. The survey, which takes about 15 minutes to complete, gauges an employee’s physical and emotional health based on risk factors and lifestyle habits.

With the health assessment and other digital tools available in the online health website, employees can set health goals and track their progress.

Employees can add medical and lab readings (blood pressure and cholesterol levels, for example) to create a fuller picture of their health. In addition, they can add information about their diet, exercise, lifestyle habits, demographics, and other factors that can affect health status.

The online health website generates a color-coded report showing at a glance what looks good (green) and where an employee may be at risk (yellow and red), along with a personalized plan for wellness.

This online tool assists and encourages employees to pursue health and fitness goals. It confidentially stores employees’ personal health records (emergency contacts, doctors, and key documents) and puts a database of helpful resources at their fingertips.

Employees get access to the health assessment and the online health website when they sign in to their secure account at premera.com and select Support in the left navigation bar and then select Start Wellness Tools.

Online health website tools

- **My Tracker** measures an individual’s health data over time.
- **Health Content** offers a wealth of free health resources.
- **Personal Health Record** stores emergency contact and doctor information, plus key documents.
- **Metabolic Syndrome Indicator** evaluates risk for metabolic syndrome, a dangerous condition.
- **My Health Assessment Yearly Comparison** gives a long-term picture of a person’s health.
Lifestyle guidance resources for your employees

Lifestyle guidance resources provide employees with online support and direct access to a guidance consultant by phone, online, or through a mobile app, whenever and wherever they need it.

This program is similar to an employee assistance program, but it is not just a resource for employees in crisis or with personal problems. It also assists employees in their daily lives and by helping them plan their future.

Lifestyle guidance resources are provided through ComPsych®, the world’s largest provider of employee assistance programs. Employees get anytime access to masters and PhD-level experts and online tools for help with personal, financial, and legal matters, including:

- Finding childcare, elder care, and pet care providers
- Planning vacations and weddings
- Helping with financial planning and taxes
- Providing relocation assistance
- Finding a reputable home remodeler or car mechanic

Employees can have up to three face-to-face counseling sessions per issue, confidentially and free of charge.

Employees and their family members receive emotional support from clinicians for mental health problems, stress, grief, relationship conflicts, and life adjustments.

Financial experts help employees prepare a household budget, plan for retirement, file taxes, apply for a mortgage, buy insurance coverage, and manage debt.

Attorneys provide legal guidance on matters ranging from prenuptial agreements and adoption to divorce and wills. Employees in need of representation get a free 30-minute consultation and 25 percent off legal fees.

Other online resources provide information, tools, and support around the clock. Employees can find work-life solutions in articles, podcasts, videos, and slideshows, or they can query Ask the Expert for personal responses to specific questions.

FREE, CONFIDENTIAL, AROUND-THE-CLOCK SUPPORT

With lifestyle guidance resources, employees get online support and direct access to a guidance consultant by phone, online, or through the GuidanceResources®* Now app, whenever and wherever they need it.

* GuidanceResources® is an independent company that provides employee assistance services on behalf of Premera Blue Cross.
Wellness strategy consulting

Plan administrators receive four hours of one-on-one wellness strategy consulting provided by Vivacity, an independent company that partners with Premera to provide health coaching and Wellness Program tools and services for Premera employer groups and members. The sessions provide a wealth of resources and coaching to help ensure your Wellness Program successfully addresses the specific needs of your workplace. Sessions are tailored to your needs and preferences, from how-to demos to high-level strategizing.

Shortly after your plan year begins, Premera will send you an email to welcome you to the Wellness Program and invite you to complete an online wellness consulting survey that will help you define a clear, measurable vision for wellness for your organization. After you complete the online consulting survey, Vivacity will contact you with next steps.

What you gain as plan administrator

Premera's Wellness Program not only supports your employees, it supports you, by translating improved employee satisfaction and productivity into dollars and cents.

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Aggregated health assessment results

During the consultations with Vivacity, you’ll learn how you can receive your employees’ anonymized and aggregated health assessment results. This report, available if 50 or more employees participate in the health assessment, provides the information you need to bridge the gap between your wellness vision and the status quo. It helps customize your Wellness Program based on employees’ health risks and interests. It also allows you to track trends and behaviors over time.
Lifestyle guidance resources for you

Premera’s Wellness Program also offers human resources support through lifestyle guidance resources. When you are faced with employee issues like underperformance and bullying, you can informally or formally refer employees who need assistance to the right specialist.

The formal referral process is generally triggered when an employee has performance problems (including impaired judgment, irritability, theft, tardiness, excessive absences, or accidents) that may be caused or worsened by personal factors such as substance abuse, mental health issues, or trouble at home.

This employee assistance program may also help you by providing general and specific human resources guidance, from writing a dress code to refereeing squabbles.

Ready-to-share employee communications

Success depends on employee participation. So we make it easy to tell employees about Wellness Program features and benefits with ready-to-share employee communications on B’link, Premera’s resource center for employers at blink.premera.com.