



Lourdes Lifestyle

Benefits

It's about: wellness

Human Resources | 520 N. 4th Ave. Pasco, WA 99301

## Wellness Plan Contract

Enrollment in the Wellness Plan is dependent on meeting the following conditions:

- 1) **Annual Biometric Screening** is to be completed within the month after the quarter you are hired and annually during open enrollment. Associates hired on or after March 31st are not required to have a second set of lab work completed during open enrollment. Results will **not** determine an associate's eligibility for the plan. Associates who meet the employment requirements are eligible to participate regardless of the findings of the biometric screening. Screenings are designed to determine the current status of total cholesterol, HDL, LDL, ratio, triglyceride level, and glucose. Other information gathered will include height, weight; body mass, blood pressure and pulse.
- 2) **Annual Health Risk Assessment** is to be completed within the quarter you are hired and annually following the biometric screening. Results from this evaluation will be combined with your screening results to produce your Personal Health Profile (PHP), accessed by clicking on the Wellness Plan icon from your desktop. Your Health Coach will contact you to review your profile with you, and discuss which of the portal's many tools will be most beneficial to you. Your portal also gives you access to health information customized to meet your health and wellness needs. You will also receive customized recommendations for on-line courses created by Duke University's Wellness Program. Health Coaching is one-on-one support designed to help associates address health concerns or maintain good health habits. The decision to follow any recommendations is voluntary.
- 3) **Quarterly completion of the following criteria (calendar year quarter):**
  - Have at least three (3) interactions with your Health Coach; **or**
  - Complete two (2) online or on-site wellness classes. On-site classes are announced through the Lourdes Lifestyle newsletter. Spouses are encouraged to attend the sessions with you; **or**
  - Walk/run in a 5k or longer community event (submit proof of participation to Benefits Office); **or**
  - Participate in the Lourdes Weight Watchers Program. Must attend 75% of classes offered that quarter as verified by the Weight Watchers Representative; **or**
  - Participate in Lourdes Ideal Protein Program as verified by IP Coach.

Compliance with these requirements will be evaluated on a quarterly basis. Non participation in the criteria listed above in any quarter will result in an automatic shift from the Wellness Plan to the Traditional Plan for the next quarter. Re-joining the Wellness Plan can occur following evidence of participation of the requirements listed above for subsequent quarters which will result in an automatic shift from the Traditional Plan to the Wellness Plan.

I hereby agree to the automatic payroll deduction changes, if applicable, noted above.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature of Associate

\_\_\_\_\_  
Date