



**Wellness Cash Incentive Program for  
Employees Enrolled in  
the PPO or HMO Health Plan - FAQ page**



<p><b>I am enrolled in the PPO/HMO Health Plan. How can I earn wellness cash incentives?</b></p>	<p>Employees enrolled in the PPO or HMO health plan can earn cash incentives by creating a Virgin Pulse account, printing out the Wellness Exam form from the Virgin Pulse platform, taking it to their doctor for their annual physical appointment and having their doctor provide biometric requirements and sign the form. Employees will need to upload the form to the Virgin Pulse site to complete the process.</p>
<p><b>Are there certain biometric standards that I have to meet in order to earn the wellness cash?</b></p>	<p>No, employees enrolled in the PPO or HMO plans only need to get biometric data from their doctors and report it. They do not need to meet any standard or do anything further.</p>
<p><b>From my understanding, smokers are going to be charged a 10% premium, is that accurate?</b></p>	<p>No, employees in the HMO or PPO plans who complete the smoking attestation form or complete the tobacco cessation program will receive wellness cash of 2.5% of the premium like now and will not be subject to the 10% surcharge.</p> <p>Smokers and all tobacco users will have two deadlines to meet in order to receive the 2.5% premium:</p> <ol style="list-style-type: none"><li>1. Smokers and/or tobacco users must report to Virgin Pulse by October 31st that they are a smoker and/or tobacco user and sign up for the required Virgin Pulse Tobacco Cessation program.</li><li>2. Smokers and/or Tobacco users will have two months to complete the Virgin Pulse Tobacco Cessation program in order to receive the 2.5% premium. The deadline to complete the Tobacco Cessation program is December 31st.</li></ol>

<p><b>When will deadlines to complete these metrics be provided?</b></p>	<p>Wellness exam forms (physical) and all Biometric requirements are due by October 31st.</p>
<p><b>How does Virgin Pulse know my cholesterol, blood pressure, blood sugar and BMI or Waist Circumference levels?</b></p>	<p>Employees will log on to the Virgin Pulse Platform. From there the employees will download and print out the Wellness Exam (physical) form, which has the biometric requirements on it, Once the form is completed by the employee’s doctor, the employee will upload the completed Wellness exam form with biometric requirements to the Virgin Pulse platform.</p> <p>Starting 1/1/2024 forms will no longer be received in Human Resources through scanned email or inter-department mail. If you send your form to HR through a scanned email or inter-department mail you will NOT receive your wellness cash incentive.</p> <p><u>Employees will want to plan accordingly as Wellness exam forms + Biometric requirements have to be submitted by OCTOBER 31 of that calendar year.</u></p>
<p><b>How are employees monitored to make sure they complete any applicable requirements to receive the wellness cash incentive?</b></p>	<p>All of the completion of forms are self-directed by the employee and tracking automatically takes place in the Virgin Pulse system.</p>
<p><b>Are the biometrics collected from the vendor or from a doctor?</b></p>	<p>Employees will download and print out the Wellness exam form (physical) that is located on the Virgin Pulse platform and take it to their primary care doctor to complete. Once the form is completed by the doctor, the employee will upload the completed document with biometric data to the Virgin Pulse platform.</p> <p>Forms will no longer be received in Human Resources through scanned email or inter-department mail. If you send your form to HR through a scanned email or inter-</p>

	department mail you will NOT receive your wellness cash incentive.
<b>How do we go about notifying you of our results to earn the cash wellness incentives for the different health factors for the HMO and PPO Health Plans? Do we just have our blood drawn and send you a copy of our test results from our health portal? Can I send my completed Wellness Exam form to HR instead of uploading it to Virgin Pulse?</b>	The Wellness program for 2024 will be managed by Virgin Pulse. The Wellness Exam form (which now includes biometric information) will be reported to Virgin Pulse NOT HR. Virgin Pulse will provide a report to Kent County for all those that meet the Wellness cash qualifications at the year of the year. The program adheres to HIPPA.
<b>Can I participate in the programs offered through Virgin Pulse, even though I am not required to do so? What if I am interested in a reasonable alternative (journey) due to my PPO/HMO wellness attestation metrics, even if I do not sign up for the High Deductible Health Plan?</b>	Employees who have a PPO or HMO plan will have the option to voluntarily participate in any of the health improvement plans programs on the Virgin Pulse system. These plans programs are not required for PPO or HMO plan holders.
<b>Do spouses or family members that are covered on the HDHP required to participate?</b>	Spouses and/or family members are not required to complete a wellness exam and are not required to submit biometric data;