

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 their health 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 get quarterly wellness toolkits bundled in an email from Premera. These ready-to-use ideas and content 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 two months of receiving the offer. 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.
- **Month 4:** Employees who qualify for the Fitbit must complete their order within 4 months of the start or renewal date of your plan.

*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.