

VNS Corporation

Wellness Program Requirements and Incentives

Beginning with plan year January 1, 2014, to receive the wellness incentive rates, covered employees are required to:

Participate in the health screening and complete a Health Risk Assessment (HRA) to determine a baseline health score. If identified as being at risk (score \leq 50), participate in the CHN's risk reduction program.

It is the responsibility of the participating employee to make sure their HRA is scheduled and completed within the timeframe of scheduled screenings in order to qualify for the credits.

Health Scoring System

	Employees Goal	Points	Premium Credit Per Payroll	NIH Standards	Your Score
A	Blood Pressure				
	\leq 125/85	20	(\$10.00)	Normal: 120/80	
	126-139/86-90	10	(\$5.00)	Pre-Hypertensive: 120-139/80-89	
	\geq 140/91	0	\$0.00	Hypertensive: $>$ 140/90	
B	Cholesterol: HDL Ratio or Total				
	\leq 3.0 or $<$ 200	20	(\$10.00)	Desirable: $<$ 200 or \leq 3.0 ratio	
	3.1 - 4.9 or 200 -239	10	(\$5.00)	Borderline High: 200-239 or 3.1-4.9	
	\geq 5.0 or \geq 240	0	\$0.00	High: \geq 240 or \geq 5.0 ratio	
C	Glucose				
	$<$ 100	20	(\$10.00)	Normal: $<$ 100 mg/dl	
	100-125	10	(\$5.00)	Prediabetic: 100-125 mg/dl	
	$>$ 125	0	\$0.00	Diabetic: \geq 126	
D	BMI				
	\leq 24.9	20	(\$10.00)	Normal: 18.5-24.9	
	25 - 29.9	10	(\$5.00)	Overweight: 25-29.9	
	\geq 30.0	0	\$0.00	Obese: \geq 30	
E	Triglycerides				
	$<$ 150	20	(\$10.00)	Normal: $<$ 150 mg/dl	
	150-199	10	(\$5.00)	Borderline: 150-199 mg/dl	
	$>$ 200	0	\$0.00	High: \geq 200	

If a participant has a BMI of 30 or above and achieves a 10% weight loss over the program year, they will be eligible for 10 points in the Body Mass Index category.

Your Total Points (A+B+C+D+E): _____

Score from Previous Screening: _____

The terms and requirements of the VNS Wellness Program are subject to change at any time. All program revisions will be communicated in a timely manner.

