



## Questions and Answers

### What is Ancira Good4U?

*Ancira Good4U* is a program that was created in 2010 to provide a PRO-ACTIVE means for you to achieve not just more birthdays, but more HAPPIER ones. It's part of a sincere motivation to provide for employees long-term health. In addition to the personal interest, by providing you with realistic means to improve and maintain good health, we help to stave off medical care inflation.

### Who are Personalized Prevention and WellNet Interactive?

These are our Partner Providers who enable you to receive confidential and personalized health education, programs, and tools that are good for YOU and help you live healthier, everyday. Personalized Prevention is our program expert who helps us with the overall implementation, needs analysis, and tracking of the results. WellNet Interactive is our Nurseline/Care Management expert. They serve as a confidential resource and health advocate for you.

### Who can participate?

The wellness program is open to all ANCIRA employees.

### What does it cost to participate?

Ancira employees on the HCA "Bucket Plan" have no cost for membership in Good4U and **are PAID** \$25 monthly to join. All other employees can become members for \$10 per month (enrolls only each annual open enrollment in April or when first eligible for benefits).

### Why should I participate?

Participation is completely voluntary and confidential. Participants learn how to stay well and how to make the most of your health care dollars; Build skills to help you change unhealthy behaviors and build new, healthy behaviors; **Live Happier & Healthier. HCA members earn Premium Credits and can qualify for additional "Bucket Funding" (dollars you earn that Ancira pays to offset your deductible on medical claims).**

### What is new in 2012?

#### **NEW! Points-based system**

Ancira is committed to enhancing your wellness journey by rewarding your participation in the Good4U program. HCA members will be given the opportunity to earn points for participation in various health and wellness activities throughout the year. The amount of points earned will depend upon the activities completed and the total points will determine 2013 bucket funding allowance & eligibility (only active employees at the time of the disbursement are eligible to receive program rewards).

### How can I qualify for my premium savings in 2012?

**All HCA members enrolled in Good4U automatically receive a \$25 monthly premium credit!** (applied in first pay check of each month)

**How can I earn full Bucket Funding for 2013?**

Successfully meeting Good4U Points requirements earns \$2,000 Bucket Funding for HCA members with dependents and \$1000 for Single HCA members in 2013. Those who choose not to participate won't earn the funding toward the medical insurance deductible. By participating in activities throughout 2012 and earning a minimum of 100 points per quarter (every 3 months). Employees & their covered Spouses on the Family HCA plan need to EACH earn 100 points (minimum requirement) per quarter in 2012 for compliance.

**How do I earn 2012 points?**

Participate in any of the following activities during 2012 to earn points:

- + Achieved 2011 Compliance? If YES, you were automatically given 100 points to start the new year (you are already considered Compliant for 1<sup>st</sup> Quarter 2012)

To date, here are our scheduled options (will be expanded during the year)...

- + Get your **baseline Health Screening** (100 points)
- + Attend an on-site **Results Session** (100 Points)
- + Answer/Return a **Health Screening Results Call** (100 Points)
- + Answer the **Health Risk Assessment** survey (100 points)
- + Participate in **Care Management** (100 points per quarter during all active engagement)
- + Complete a **Health Challenge** (as available; 50 points)
- + Complete a **Digital Health Coaching Module** (100 points for each module completed; one per quarter limit)
- + Utilize the **Free and Clear Smoking Cessation** Program (50 points awarded for each active engagement month completed)
- + Attend **On-Site Good4U Meetings** (as available; 25 points)
- + Attend **On-Site Seminars** (as available; 75 points)
- + Watch **On-Line Seminars** at [www.anciragood4u.com](http://www.anciragood4u.com) and ace the Quiz (as available; 50 points)
- + Complete a **Community Activity** and register event on [www.anciragood4u.com](http://www.anciragood4u.com) (preapproval required; 50 points)
- + Complete the **5K Training Program** at [www.anciragood4u.com](http://www.anciragood4u.com) and submit form (50 points)

You will be able to view your points online at [www.AnciraGood4u.com](http://www.AnciraGood4u.com) after the first quarter in 2012. Until points are viewable, you will receive an email notification of your points-status one week prior to the ending of each quarter.

**How will I know how to earn points each quarter?**

Activities/Challenges will be updated each quarter at [www.AnciraGood4U.com](http://www.AnciraGood4U.com). There will be an expanding variety of activities to choose from.

**Next steps**

- + Beginning January 15, 2012, go to [www.AnciraGood4U.com](http://www.AnciraGood4U.com) for a current list of 2012 Quarterly Activities.
- + Select and complete enough activities each quarter to satisfy the minimum requirement (100 pts. per quarter required of each employee AND the covered spouse, when applicable). Note: Those who achieved 2011 compliance were rewarded with the Quarter 1 points requirement.
- + **Don't miss the Benefits Meetings in April 2012! We'll have important updates to share. Schedules will be announced when the date nears.**

**What if I choose not to participate in the wellness program?**

If you or you choose not to participate, HCA members will not receive the premium credits or have access to Good4U resources. Non-HCA employees will not have access to Good4U resources.

**My spouse is enrolled in the ANCIRA HCA medical plan, can he/she qualify for the premium credits?**

The premium credits are automatic for all HCA members. For the additional “Bucket” funding, both employees AND spouses on the Family HCA plan need to accumulate at least 100 points per quarter.

**I am not enrolled in an ANCIRA medical plan, do I still need to participate?**

Anyone – even if you don’t participate in the ANCIRA medical plan - can participate in any of the programs offered through Ancira Good4U.

The programs include:

- Health Screenings
- Weight Loss Challenges
- Care (Disease) Management
- Health Coaching (Telephonic and/or On-Site)
- Health Media Digital Coaching Modules
- Educational Seminars

For a complete list of programs offered go to the *Ancira Good4U* Website, [www.AnciraGood4U.com](http://www.AnciraGood4U.com).

**What is the Health Screening?**

The **screening** tests provide you with the following baseline information:

- Blood pressure
- “Good” and “Bad” cholesterol (HDL and LDL)
- Triglyceride levels
- Blood glucose levels

**How often will health screenings be conducted?**

Screenings will occur annually.

**Will ANCIRA see my results?**

ANCIRA will receive only confirmation of your program participation, not your personal health information. Personalized Prevention strictly adheres to HIPAA (Health Information Portability and Accountability Act) regulations and standards. Any information provided by you (or your covered spouse) will not be shared without your (your spouse’s) permission.