



Covering every degree of your resource needs

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UPA Fitness Center is Open!

UPA is very excited to announce the UPA Fitness Center at Cedar Bluff is open for all team members!! This brand new facility has all new equipment including cardio machines, weight machines, dumbbells and much more! And the best part is, all UPA team members can utilize this facility for FREE!

The Fitness Center is open 7 days a week from 6am-9pm and is located at the address below:
9000 Executive Park Dr.
F-125
Knoxville, TN 37923

Any team member who is interested in utilizing the gym must complete the gym waiver and return to HR before you will be given access to the facility. This form will also be placed on the ADP website for your convenience. Please note that this facility will not be staffed, however; the gym will have cameras inside that will be monitored for your safety. Also, this gym is for team member use only and is not to be used by friends or family members.

The UPA Fitness Center and UT Hospital gym have both been setup as a partner gym with HumanaVitality! This means that any time you utilize either facility, it will be a verified workout and you can earn 15 points per day. We have posted the instructions to verify your workout in the gym. Please contact HR if you have questions.

Effective January 1, 2016, UPA will no longer offer insurance coverage for Domestic Partners.

This decision was made based on the recent Supreme Court ruling which determined that all states must issue marriage certificates to same-sex couples.

HumanaVitality End of Year FAQ:

PROGRAM RENEWAL – MEMBER UPDATE Did you know that your Vitality Status™ must be earned each program year? HumanaVitality® operates like an airline miles program where you must re-qualify for your Vitality Status each year by staying active in the program. When your program year renews, your Vitality Status will revert to Blue. You'll need to earn enough Vitality Points™ in the new program year to keep your Vitality Status or achieve an even higher level. We have included some FAQ below and you can also click here

<https://www.youtube.com/watch?v=xrVp6lvCnsA&feature=youtu.be>

to view a short video that explains the renewal process. You can complete your Health Assessment every program year in order to reclaim your Vitality Status. If you complete it within the first 90 days of each program year, you will receive 250 additional Vitality Points.

Q: What will happen at the end of the program year to the Vitality Points™ and Vitality Bucks® that I've earned during the program year?

A: Your unspent Vitality Bucks are good for three full years following the year they were earned, unless membership terminates. If you end the program year in Bronze Vitality Status™ or higher, you will carry-over 10% of the Vitality Points™ you earned this program year as long as you stay on the same plan and/or sponsor's plan and you take the Health Assessment in the new program year

Q: What happens if the program year ends in the middle of a goal period? Does my goal period start over?

A: No. The timeline for completing your goals is not impacted by the end of the program year. As long as you remain a HumanaVitality member, the deadlines for your goals will remain unchanged, and you will earn Vitality Points upon completing the goals you have activated. If you don't complete a goal within the designated timeframe, you'll have an option to re-select the goal as soon as it expires if the goal is still applicable to your health journey. Your goals are based on your responses to the Health Assessment and your biometric results; therefore, each time you complete the Health Assessment or update your biometrics, your goals could change.

Q: If I don't sign up for the medical plan next year, is there a run-out period in which I can order items using my Vitality Bucks?

A: No. Your Vitality Points and Vitality Bucks will expire when HumanaVitality membership terminates and/or if you end the program year in Blue Vitality Status. There is no run-out period.

Q: What happens to my Vitality Points and Vitality Bucks if I add or drop dependents from my medical plan next year?

A: Your Vitality Status is based upon the number of points you and your covered dependents earn for completing goals and activities. The Vitality Status applies to your family of covered dependents enrolled in the plan. Vitality Points earned by a covered dependent (a spouse or child) who has been dropped from your medical plan are not included in the calculation of carry-over points; however, any Vitality Bucks earned by those covered dependents will remain in your account.

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