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As we begin our second year with the UPA wellness program, we want to send out some communication on what to expect for the new plan year.

First, we have included information on the ADP home site and in the company newsletter regarding the 2016 plan year for HumanaVitality (HV). If you have not read this yet, please take the time to do so; it will clarify what to expect with the new health plan year.

After completing your Health Assessment for 2016, the HV website will show your discount mall status at the top of the page. Please note that this is not your participation status for 2016 as this resets every plan year. To determine what your current status is, you should view your Vitality Statement online. We have attached a Point Summary for your review which is found in the forms library in ADP.

In addition, we would like to clarify for all team members the following:

### FAQs:

#### o Why is the deadline the end of August 31st this year?

Humana gauges their wellness participation on an 8 month status. Since we did not roll out the program until March last year, the deadline was October 31st. The new plan year



Upcoming Pay Date

February 12

February 26

March 11



UPA Corporate

18 Client Locations

57 UHS Practices

133 Team Members

206 Team Members

484 Team Members

began January 1st for 2016 which makes the deadline August 31st.

#### o Can I still earn points on anything past August 31st?

Anything you do past August 31st will still award you points and you will still earn bucks on those points. However, the points you earn past the deadline will not go towards your silver level status to qualify for the discounted medical rate for 2017.

#### o Will we do Biometric Screenings for 2016?

Yes, we will be doing the biometric screenings again this year for team members in the Humana medical plan. We are in the process of scheduling those now and will send communication once the schedule is finalized.

Team member participation in the HV program will affect our renewal rates for 2017. To help give you a better understanding of how this could affect your insurance rates, below is the guidelines set by Humana for 2017. Please note that these discount rates are based on our renewal rates for 2017, not our current rates for 2016. We will not know our 2017 rates until later this year and it will vary depending on utilization, ACA, and other factors.

#### % of Team Members at Silver Status by August 31, 2016 Monthly Premium Group Discount

0%-19.9%	0%
20%-39.9%	2%
40%-59.9%	4%
60%-79.9%	6%
80%-94.9%	8%
95%-100%	10%