



*Covering every degree of your resource needs*

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# University Physicians' Association, Inc.

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## Have you completed your Go365 Health Assessment?

Do it by March 31st and earn a 250 point bonus!

When it comes to health and wellness, everyone's path is different. Go365 will create a personalized pathway to help you reach healthy goals while earning points and bucks to spend in the Go365 mall. Log on to Go365.com to start or download the Go365 App. Start earning points by completing at least one section of your health assessment, log a verified workout, or get your biometric screening.

Remember, your spouse can also help earn points if they are on your plan by completing their own health assessment through the website or app. Check out the flyer on page 2 for details on what the Go365app can do!

Also, we want to congratulate those who have already reached the Silver level or above for this year! We currently have 101 team members at Silver and 3 at Gold!!!

The deadline to meet Silver status for this year is August 31st, 2017. Anyone who meets this deadline will be placed into a lower insurance premium tier for 2018. There is still plenty of time left and keep up the great work!

## 1095 C Form Distribution

The 1095 C Forms will be distributed this week. This form provides you with information about the health coverage offered by your employer and, in some cases, about whether you enrolled in this coverage.

You are not required to file a tax return solely because you received a Form 1095-C if you are otherwise not required to file a tax return. Do not attach Form 1095-C to your tax return - keep it with your tax records.

**Under what circumstances would I need the information on Form 1095-C to file my U.S. Individual Income Tax Return?** If you received an advance premium tax credit or wish to take the premium tax credit on your return; or you had a gap in coverage of more than three consecutive months.

**Do I need to attach Forms 1095-A, 1095-B, or 1095-C to my federal tax return?** No, do not submit these forms with your tax return. However, you may need to refer to them in order to complete your tax return.



UPA Corporate

150 Team Members

16 Client Locations

200 Team Members

63 UHS Practices

589 Team Members

## New PTO Cash Out Changes for 2017

UPA is excited to announce that our PTO Cash Out process has changed and will be a much smoother process in the future. Team members will no longer have to fill out the manual forms to estimate time off during the holidays, no more confusing calculations, and no more submitting forms to HR.

UPA's new policy will allow a maximum carry over of 88 hours. Beginning in 2017, the payroll system will automatically reduce balances to the carry over limit of 88 hours at the end of the year. All balances above 88 hours will be cashed out and paid to the team member on the last pay date of the year. Balances below 88 hours will carry over to the next year and will not be cashed out.

Below are examples of how the new process will work -

- Jane Doe has a balance of 100 hours on the last pay period of the year. She will receive a cash out of 12 hours on her last pay check and 88 hours will be rolled over to the next year.
- John Doe has 70 hours on the last pay period of the year. All 70 hours will roll over to the next year.

Please note: If your department does not participate in the cash out program, this will not affect you.

If you have any questions about this new process, please contact your Payroll Team, Pat Donison or Kelly Sherrod at 670-6102 or 670-6137.

### Upcoming Pay Dates

February 24th

March 10th

March 24th



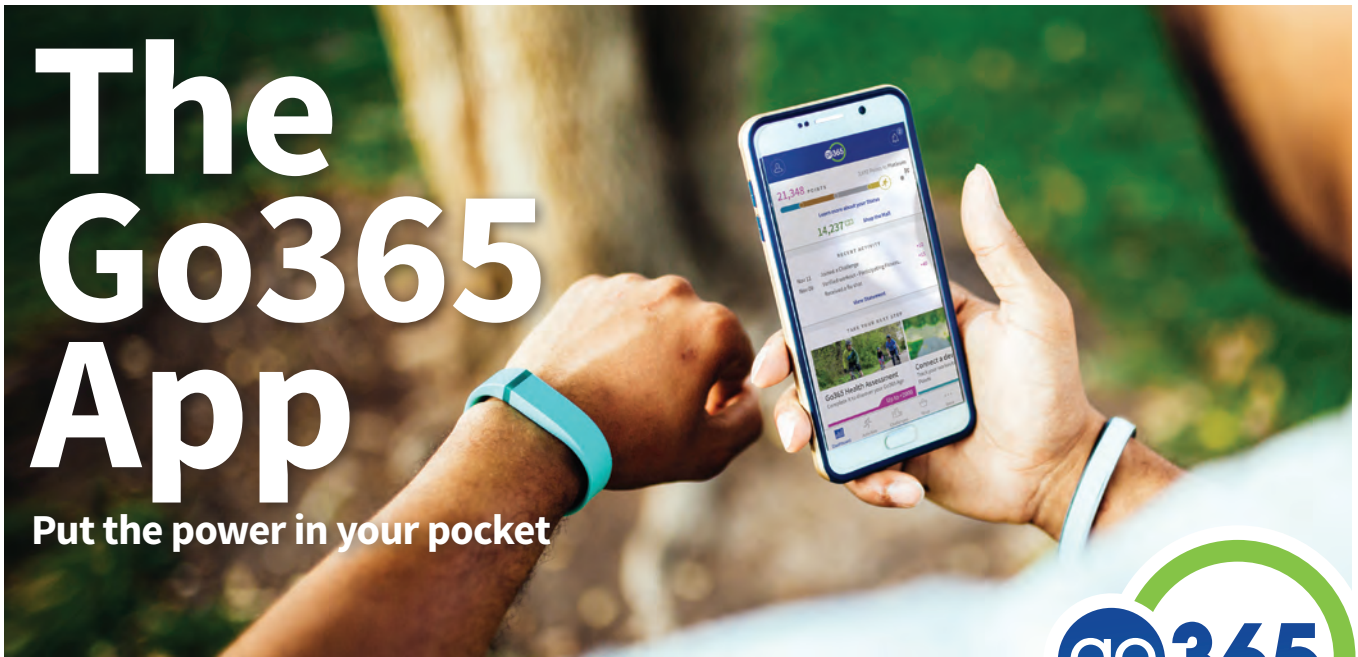
Payroll Services

PERSONAL, VERSATILE, SIMPLE



# The Go365 App

Put the power in your pocket



Download the Go365 App today to your smartphone. Use it to help you stay on track in reaching your health and well-being goals.

## The App has it all

Look what you can do:

- Challenge yourself and other Go365 members to private or community Challenges\*
- Submit proof of eligible Activities for Points
- Connect compatible devices
- Personalize experiences with photos
- Complete or update your Health Assessment in quick, two-minute sections
- Explore ways to increase your Points total
- Complete Activities that focus on areas such as weight, food and sleep tracking for Points\*\*
- Check on your Go365 Age and Status
- Sign up for HealthyFood<sup>1</sup>
- Enroll and interact with a health coach<sup>2</sup>
- See your Points history
- Spend your Bucks in the Go365 Mall

Look how the Go365 App can make your life easier. Sign in today.



Download the Go365 App

\*Members earn 50 Points for joining a Challenge and 50 more for joining a Challenge team, up to a maximum of 100 combined Points per month no matter how many Challenges and Challenge teams a member may join.

\*\*Depending on the activity, Activities can be worth two Points a day or may have a weekly or monthly cap. Refer to the App for Points limits.

<sup>1</sup>HealthyFood is not available to all Go365 members. Sign in to your Go365.com account to determine your eligibility.

<sup>2</sup>Not all Go365 programs include working with a personal health coach.