

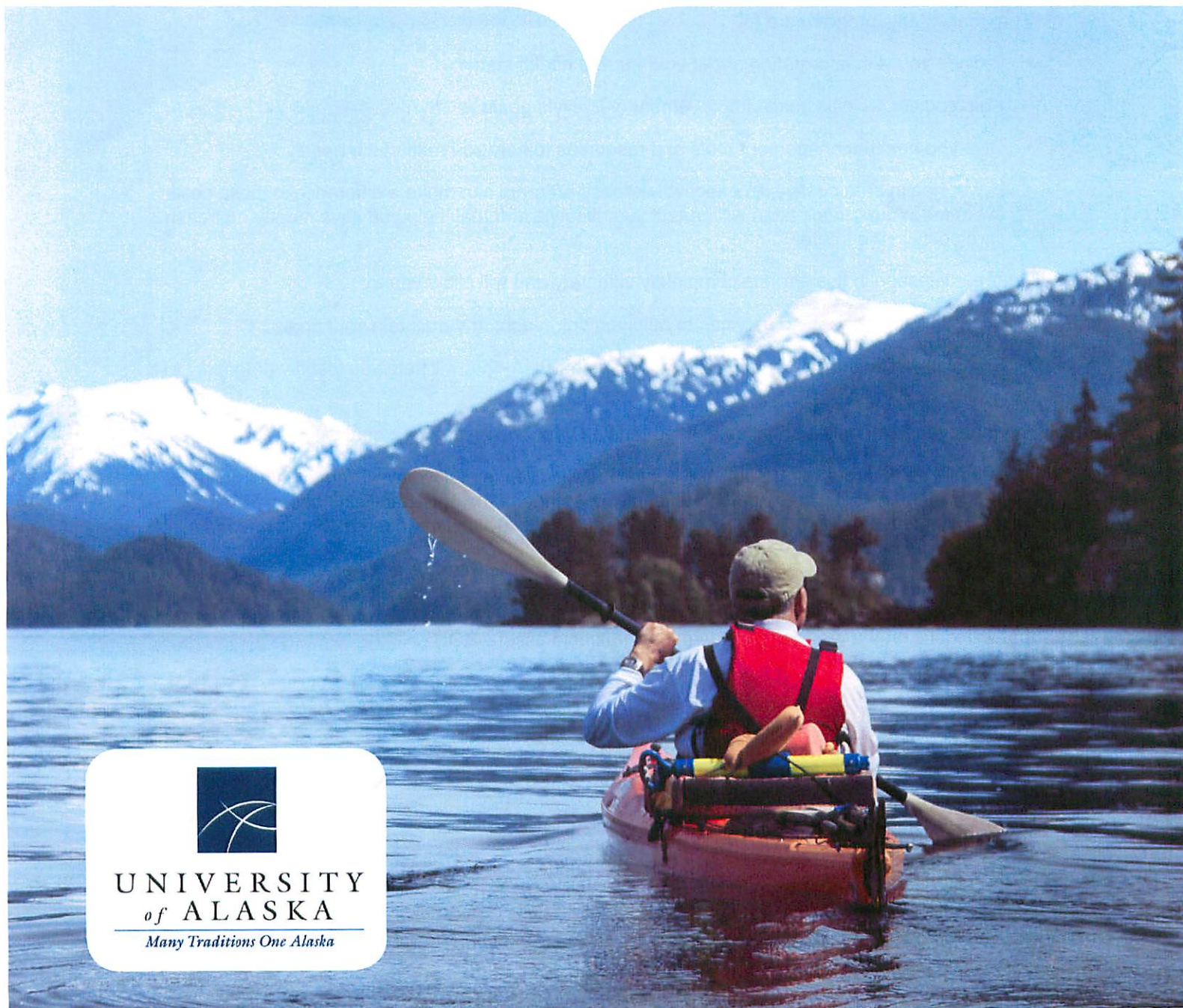
INTRODUCING the Healthyroads Wellness® Program

{ Benefits to Help You and Your
Family Achieve Better Health }



UNIVERSITY
of ALASKA

Many Traditions One Alaska



Dear UA Choice Health Plan Participant:

A healthy organization cannot exist without healthy employees. The everyday choices we make can help us live happier and more fulfilling lives—both at work and at home. That's why the University of Alaska is offering an essential tool as part of your overall benefits package—a comprehensive wellness program from Healthyroads.

The goals of this program are to:

- Provide you with information about your current health status.
- Help you set realistic health improvement or lifestyle goals.
- Give you health management tools and resources to help you reach your goals.
- Lower health care costs—An effective wellness program can make a difference in these costs over time. Your participation will benefit your lifestyle and may help you save money on health care costs in the future.

Your participation in this effort is completely voluntary and will allow you to:

- Access lifestyle coaching services to help you set, reach, and maintain your goals.
- Complete an online Personal Health Assessment (PHA) that will help you identify potential health-related issues and risks.
- Use a variety of online services to keep tabs on your health and your goals.

The details of the program are outlined in this booklet. Please review this information carefully so you understand how it works and can take full advantage of the opportunities it offers. You may see additional information on our wellness initiatives as new activities are introduced and/or become available to you through UA's health plan.

Each one of us can choose steps, even small ones, to improve our overall health and well-being. We hope you will join us by participating in this worthwhile effort. We are very pleased to offer a program that will focus on the well-being of UA's most valuable asset—YOU.

Yours in health,

Pat Gamble, President
University of Alaska

Abel Bult-Ito, Chair
Joint Health Care Committee



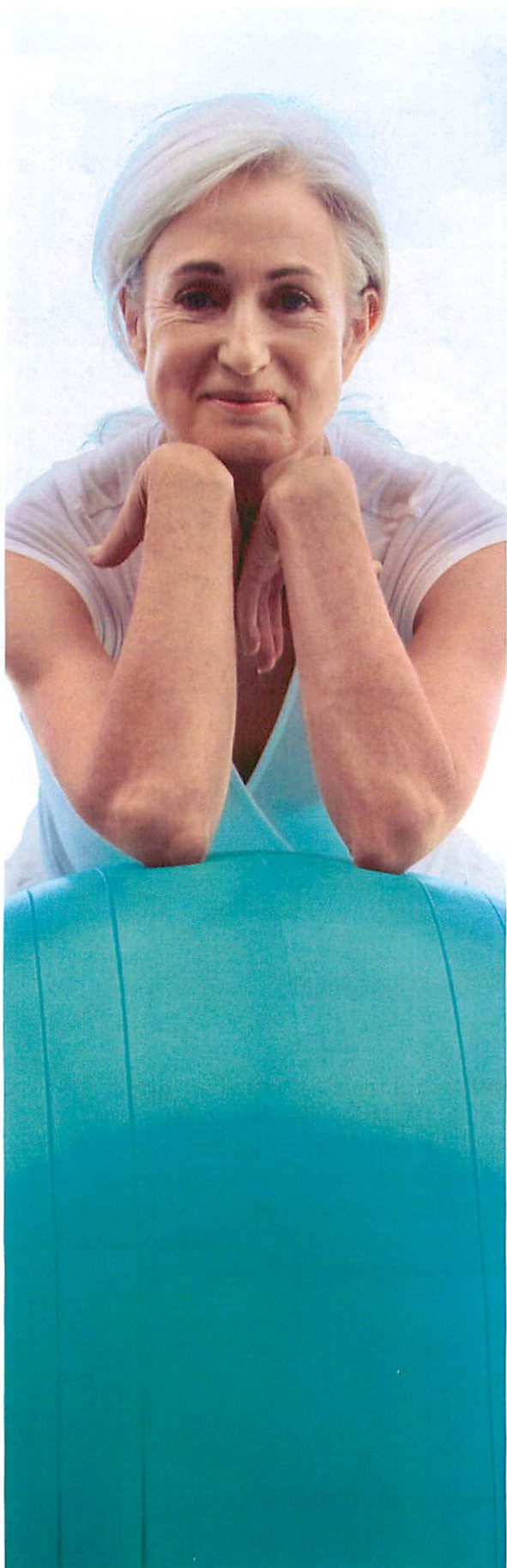
TRAVELING YOUR HEALTHY ROAD:

INVEST IN YOUR HEALTH WITH OUR WELLNESS INCENTIVE PROGRAM



Participation in the wellness incentive program is completely voluntary, but we encourage all eligible* employees and their spouses/FIPs (Financially Interdependent Partner) to take advantage of the program so that they can receive valuable information on their health status and risk factors—as well as have access to wellness-related resources, including healthy eating menu plans, exercise plans, online coaching, stress reduction suggestions, and more. Plus, you'll be making efforts that will pay off—both literally and figuratively!

*Only employees and their spouses/FIPs on the University of Alaska medical plan are eligible to participate in the wellness program.



HOW TO EARN YOUR INCENTIVE:

Employees and spouses/FIPs enrolled in the UA Choice health plan are eligible to earn a rebate on their health plan payroll contribution. The requirements are below, but each is also explained in more detail, along with the timing to be sure you can plan ahead and invest in your success. If your spouse or FIP is covered under our eligible plans, he or she must complete the activities in order to earn the incentive.



To be eligible for the incentive, you must complete both of the following required activities by June 30, 2014:

PERSONAL HEALTH ASSESSMENT (PHA)

The Personal Health Assessment is an online, private questionnaire about your health and lifestyle. Your answers will generate suggestions for achieving health improvement. It is available on www.healthyroads.com. The PHA can be found on the My Roadmap section of the landing page after you sign in.

BIOMETRIC SCREENING – You can fulfill your screening requirement in one of **3 ways**:

1. Have your biometric measurements completed as part of your annual physical or preventive screening. Visit Healthyroads.com to print the Healthyroads® Health Care Provider Form, which should be completed and submitted by your doctor directly to Healthyroads by June 30, 2014.
2. Visit a Quest Diagnostics® Patient Service Center (PSC) at your convenience before June 30, 2014. To schedule your appointment, go to <https://my.blueprintforwellness.com>. Use registration code **UOAre mote**.
3. Attend a screening offered at many work locations in May and June 2014.

Healthyroads may use and/or provide participation information to your plan sponsor/employer or its contracted entities that administer your plan for incentive fulfillment purposes. Healthyroads may also use this information to provide you with other services on behalf of your plan sponsor/employer. Your participation serves as your consent for Healthyroads to use and/or provide this information as stated above.



LOCATE YOUR COMPASS: GET IN THE KNOW WITH A PHA



Complete your PHA by June 30, 2014!

We are all at different points on a journey to better health. Some of us are just starting out. Others may be considered healthy, but perhaps we could use some encouragement to keep going. Wherever you are, it is important to keep traveling your path and learning more!

With the Healthyroads Personal Health Assessment (PHA), you can identify potential health issues related to daily nutrition, fitness, and lifestyle habits and see how to improve your health.

The PHA consists of a series of questions about your health-related activities and behaviors. After completing the voluntary questionnaire, you'll receive suggestions for improving your health. You'll also be able to identify areas of improvement that might be perfectly suited for a Healthyroads Coaching® Program!

Follow these easy steps to complete your PHA:

1. Go to www.alaska.edu/benefits.
2. Select the link for Healthyroads and log on using your UA username and password.
3. From your Healthyroads home page, look for the PHA link in the My Roadmap section or under the "Scorecard" tab. Allow about 10 minutes to complete it.
4. Once finished, you will receive scores around different areas of your health and suggestions for improvement. You can also begin using Healthyroads.com tools, trackers, online classes, and more to reach your goals!

Spouses/FIPs should follow these steps to complete their PHAs:

1. Go to www.Healthyroads.com.
2. From your Healthyroads home page, look for the PHA link in the My Roadmap section or under the "Scorecard" tab. Allow about 10 minutes to complete it.
3. Once finished, you will receive scores around different areas of your health and suggestions for improvement. You can also begin using Healthyroads.com tools, trackers, online classes, and more to reach your goals!



Fulfilling this requirement by **June 30, 2014** will help you set your course and guide you to suggested engagement activities to achieve better health. You will be eligible to earn incentives as long as you take a PHA and get a biometric screening by **June 30, 2014**.





GET YOUR BEARINGS WITH A BIOMETRIC SCREENING



Get rewarded if your screening date falls between
July 1, 2013, and June 30, 2014!

Biometric screenings are available at no cost and provide useful results in the following areas:

- **BMI** – Body Mass Index (BMI) looks at your weight in relation to your height to find out if you weigh more than is healthy for you. Many health problems are linked to being overweight or obese. **The normal range is between 18.5 and 25.**
- **CHOLESTEROL** – Cholesterol is a fatty substance that is made by the body. Cholesterol is made in the liver and is also found in animal-based foods you eat. Plant-based foods do not have cholesterol. You need some cholesterol to help build cells, produce hormones, and support nerve function. Cholesterol is a problem only when levels in the blood get too high. Then the cholesterol starts to form waxy plaque. This can clog your arteries and cause heart disease. **A total cholesterol level of less than 200 mg/dL is desirable.**
- **GLUCOSE** – This is the level of blood sugar in your bloodstream. Diabetes is a health problem in which blood sugar (glucose) is too high, leading to a buildup of blood sugar instead of moving into your cells to use as energy. **Normal levels are between 70 and 100 mg/dL.**
- **BLOOD PRESSURE** – Blood pressure measures the force of blood against the blood vessel walls. A healthy blood pressure level is important. High blood pressure can lead to many health problems including hardened arteries, stroke, congestive heart failure, kidney failure, and heart attack. The good news is that there are many things you can do to help keep your blood pressure normal. **A normal blood pressure is 120 over 80 mmHg or less.**

Knowing your numbers is the first step to knowing your risk areas and creating an action plan with your health care providers to decrease your risk.



The biometric screening should be completed by **June 30, 2014**, so that you stay on your path to wellness and have time to complete other activities. You will get credit for the biometric screening as long as it is completed by **June 30, 2014**.



Watch for biometric screening events to be held at the University of Alaska's sites (for employees only)—or you can complete a biometric screening at a Quest Diagnostics PSC or through your doctor's office using a Health Care Provider Form.





NEXT STOP:

THE HEALTHYROADS COACHING® PROGRAM

We want you to have the tools you need to change or continue your path to better health. If your biometric numbers aren't where you want them to be, the Healthyroads Coaching program can help you decrease your risks or manage a health condition.

Whether your goal is to manage your weight, quit smoking, exercise more, or stress less, Healthyroads Coaching programs give you the motivation and information you need to change your everyday habits and reduce the risks of serious health conditions that can result from obesity, smoking, and other unhealthy behaviors.

Healthyroads Coaching is offered by health coaches who are experienced and able to provide the education, motivation, and support for your unique personal health goals.

To enroll in the program, go to Healthyroads.com, click on "Sign Up," then follow the prompts. Once you're logged in successfully, go to "Enroll in Coaching" if it's listed in the My Roadmap section, or go to "Phone-based Coaching" under the "My Programs" tab, then click the "Enroll" button and follow the prompts.



Participation in a coaching program is **completely voluntary**—YOU choose the Healthyroads Coaching program that best suits your needs. When you participate in the coaching program and complete a progress review session with a coach, you can choose one of 8 Milestone Kits, which feature exercise, weight management, or stress management products that can help you reach your health goals.



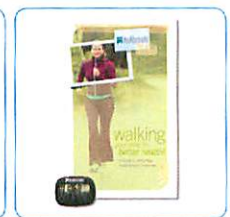
Weight Kit



Yoga Kit



Stress Management Kit



Walking Kit



Exercise Kit



Pilates Kit



Tai Chi Kit



Aquatic Exercise Kit

SCHEDULING COACHING

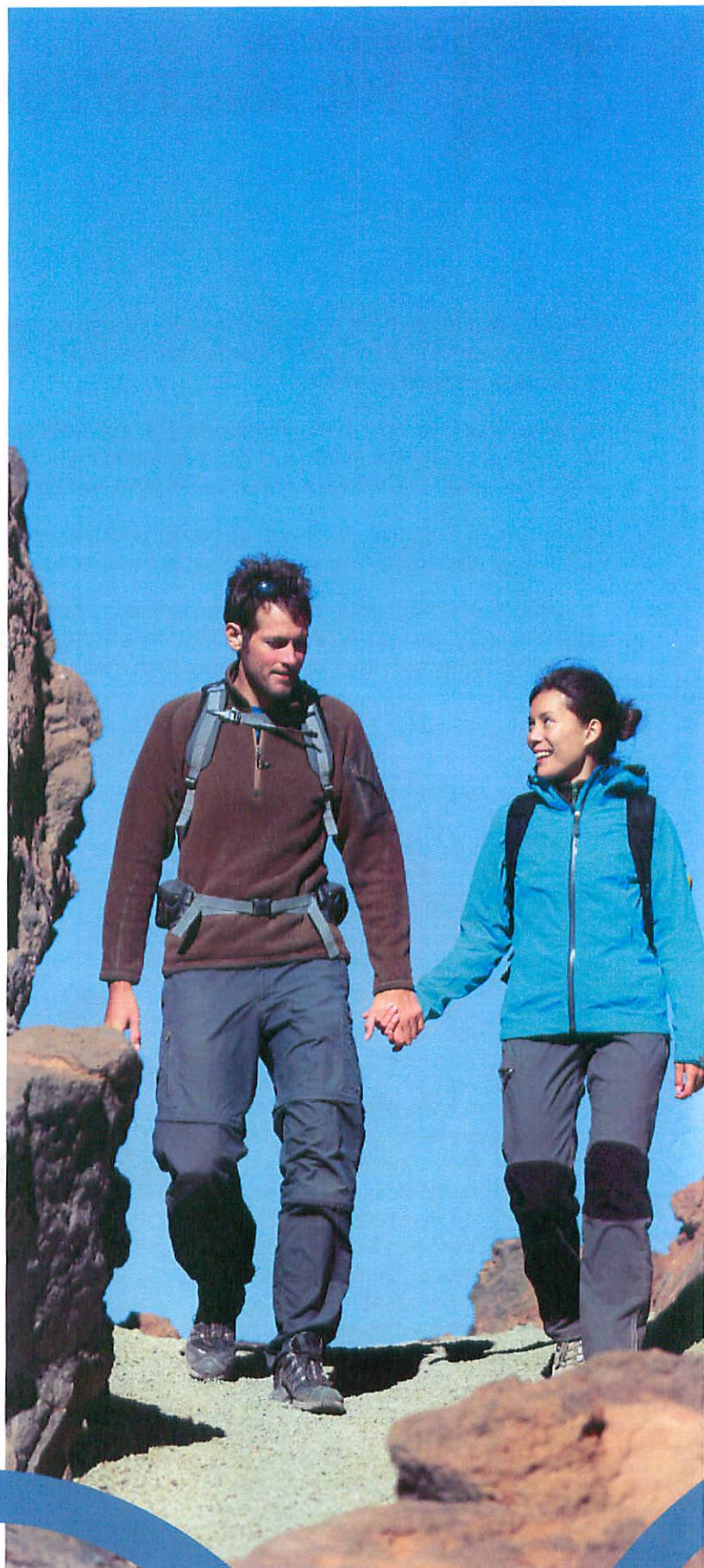
Your first coaching session can be scheduled on Healthyroads.com or by calling Healthyroads Customer Service at **877.330.2746**, Monday through Friday, from 4 a.m. to 5 p.m. Alaska time. Coaching calls are limited to one call per week, subject to availability of coaching staff. You can schedule your coaching calls between 4 a.m. and 6 p.m. Alaska time Monday through Friday, and between 6 a.m. and 3 p.m. Alaska time on Saturdays.

You can also schedule your first session on Healthyroads.com. Go to "My Programs," then "Phone-based Coaching" and follow the enrollment prompts.

FUEL UP WITH ONLINE COURSES (E-COACHING)



The self-guided courses can help you learn more about a variety of health and fitness topics—at your own pace. Focus on the courses suggested by your PHA results or those of special interest to you that will help you reach your goals. Each course is based on up-to-date clinical information, and made up of interactive classes and tools you can view from your home or office. Class handouts, quizzes, and optional articles are also provided to help you get more from your learning experience.



PIT STOP AT HEALTHYROADS.COM

In addition to the Coaching program, Healthyroads.com provides a comprehensive set of wellness tools to help you reach your goals. **They include:**



CARDIO / STRENGTH EXERCISE PLANNERS

Create an individualized 12-week cardio or strengthening plan based on fitness goals, exercise preferences, available equipment, and other variables.

MEAL / NUTRITION PLANNER

Plan meals, track nutrients, calculate caloric intake, and educate yourself on better nutrition.

HEALTH TRACKERS

Track your improvements in key health metrics such as weight, blood pressure, heart rate, body fat percentage, strength, endurance, and many others.

WELLNESS LIBRARY

The library includes hundreds of evidence-based, fully referenced articles on fitness, nutrition, stress management, and other personal health improvement topics.

AN EXPERT BLOG

This informative resource is updated regularly by the Healthyroads health services team with views and comments on a variety of health topics.

DAILY WELLNESS EMAIL AND TEXT REMINDERS

Register for a daily wellness email or text reminder, offered Monday through Friday, and choose from a variety of topics.

HEALTHYROADS CONNECTED!®

Healthyroads Connected! automatically tracks your workouts through your favorite Fitbit® tracker! You can automatically upload this data to Healthyroads.com and use the information to change your workout routine or to set your next big health improvement goal!

ACCESS TO NATIONAL FITNESS FACILITY AFFINITY PROGRAM

You have access to membership discounts at more than 12,000 fitness clubs and exercise centers nationwide.

ASK A COACH

You can find answers to your own personal health questions through a secure and private message center with a Healthyroads Coach®. You can select a health topic and send a question, and a coach will research the answer and reply within approximately 2 business days.

ONLINE COMPETITIONS AND TODAY'S CHALLENGES

Take on your fellow coworkers in a healthy competition using Healthyroads.com to track your progress. Or, just motivate yourself to get healthier by completing a daily challenge emailed to you around a topic of your choosing.





A LIFE-LONG JOURNEY



Use these tools to take stock in your health and continue on your path today, tomorrow, and forever. The way to a healthier you is at your fingertips! Log on to Healthyroads.com or call 877.330.2746 and travel to total health today.

Your employer is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all employees/spouses/FIPs enrolled on the health plan. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Healthyroads will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.



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Q1. Who is Healthyroads?

Healthyroads is our wellness program provider. The university selected Healthyroads from a Request For Proposal (RFP) process last year. Serving more than 5.7 million members nationwide, Healthyroads provides a comprehensive and fully integrated health management platform, including personal health coaching programs and an integrated online health improvement portal.

Q2. Why does the university want to have an employee wellness program?

One of the key purposes of a wellness program is to “keep the healthy people healthy, and keep the unhealthy from getting worse.” Early detection and chronic condition management are important components of any wellness program. By encouraging everyone to “know their numbers” and be aware of their health risks, and by giving them tools to help improve their lifestyle and healthy habits, we can have an impact on future health plan costs.

Last year, almost 23 percent of our plan members had no claims. Some of these people are certainly very healthy. But many could be “care avoiders,” who haven’t had a preventive exam or routine screening recently, or in many years. Care avoiders could be high risk individuals with undetected health conditions that could lead to high cost claims.

Q3. Why should I do this?

Of course we want our employees to be happy and healthy. Early detection is key to managing your health. Many chronic conditions, such as diabetes, are first recognized during routine eye exams and annual physicals before other symptoms are easily identified.

Q4. Who does this cover and why?

The wellness program is available to employees and spouses/Financially Interdependent Partners (FIP) enrolled on the UA Choice health plan. Employees who have waived coverage but are enrolled as a spouse or FIP of another employee can access the program as a spouse. We are including spouses/FIPs because they drive about 40 percent of plan costs while making up only 25 percent of our population.

Q5. How do my spouse and I sign up?

Employees can go to the link on the benefits web site for the single-sign-on access using their employee username and password. Spouses/FIPs (including employees who have waived coverage but are enrolled as a spouse or FIP of another employee) should go directly to Healthyroads.com to sign up.

Q6. What’s this about a wellness rebate?

A. To encourage employees and their spouses/FIPs to get involved with the wellness program, we’re offering some money back to you for taking the Personal Health Assessment (PHA) and having your biometrics reported to Healthyroads by June 30, 2014. We’re making it worth your time with a rebate of up to \$600 for you, and \$600 for your spouse, for a total of up to \$1,200.

Q7. What does earning a rebate "up to \$600" mean? How is it paid to us?

The rebate isn't paid in one lump sum, but rather on a pay period basis like the health plan deduction. Twelve month employees will get 26 "rebates," and less than 12 month employees will get 19. Employees who leave the university mid-year won't get the full amount. Likewise, employees who are hired during the year get the rebate after qualifying with it paid from that point to the end of the plan year.

Q8. What do I need to do to get the rebate? How do I know I qualify?

You need to go to Healthyroads to take the Personal Health Assessment (PHA) as part of qualifying for the rebate. The biometrics, whether sent by your health care provider on the Health Care Provider Form (available on the benefits web site at www.alaska.edu/benefits), or done through the Quest off-site or on-site options, will be populated into your portal (your "scorecard" at Healthyroads) and they'll send you an e-mail when it's posted. You'll be able to see on the site that you've completed 100 percent of the requirements after you've taken the PHA and your biometrics have been posted.

Q9. How do I have my biometric screening done and sent to Healthyroads?

We're giving employees/spouses three options to get this done:

1. You can have routine blood work (a key part of the biometric screening) done as part of a regular preventive health visit with your health care provider. Your doctor will send orders to a lab for the bloodwork. Give your doctor the Health Care Provider Form (found on our web site, here: <http://www.alaska.edu/benefits/>) and ask them to fax the results to Healthyroads. The lab work should be covered as any other routine preventive exam, and the plan picks up 100 percent of allowable charges for that.
2. Alternatively, you can go to a Quest Patient Service Center and have your biometric screening done there, also covered by the wellness program. Just go to my.blueprintforwellness.com, and use the university's registration key of UOAreremote. Follow the prompts to register for your screening at a time that works for you.
3. Any on-site screenings will be covered through the wellness program (not the health plan), at no cost to the participant. We'll schedule those, starting at the rural sites, in May and June.

Q10. When I try to register at my.blueprintforwellness.com, I get the error message of "Project does not allow open enrollment." What is going wrong?

Use the first three letters of your first name, and your full last name, including any spaces. So Michelle Anderson would be MicAnderson, and Andrew Thompson II would be AndThompson II.

Q11. I've opted out of the health plan as an employee, but I'm on another employee's coverage as their spouse. How do I sign up for Healthyroads and the screenings?

You would sign up like any other spouse, directly at Healthyroads.com because that's how your eligibility was sent to them. For the screening appointments, you would answer the "Are you an employee?" question as no, because you've been reported to Quest as a spouse, not employee.

Q12. I have already had my wellness exam with my provider for this plan year....and my provider did not order blood work. Will I have to pay for yet another doctor's visit to have the biometrics completed?

You should be able to call your doctor and ask for orders to a lab for the bloodwork. Give your doctor the Health Care Provider Form (found on our web site, here: www.alaska.edu/benefits/) and ask them to fax the results to Healthyroads. The lab work should be covered as any other routine preventive exam, and the plan picks up 100 percent of allowable charges for that.

You shouldn't need a follow up visit with your doctor unless he or she finds something in the results that needs attention. For some people, this can be the most valuable part of this type of exam since so many chronic conditions can start with few or no symptoms.

Q13. What happens to my personal information after Healthyroads gets it? Is it shared with UA?

The results of your Personal Health Assessment and biometric screenings are kept on the Healthyroads portal. This is a secure site for your use that you can access whenever you want to. You can take the PHA again to track your progress, but you only need to do it once to complete the rebate requirements. Healthyroads only shares aggregate data with the university, such as how many employees and spouses completed each step, how many are in what risk category, what our top risk factors are as a population, etc. This information helps us gauge the success of our program, and what areas we might need to focus on to improve.

Some employees have mentioned concerns with the Healthyroads privacy language, but this is standard language that providers use to comply with the provisions of federal privacy laws, such as the Health Insurance Portability and Accountability Act (HIPAA).