

Biometrics 2020 Campaign



Good health and wellness is an essential part of our lives and critical components of our medical plan. We are committed to helping you learn more about your health. One way to learn more about your health is through our biometrics campaigns. Biometric screenings are one way we are working towards our vision of the healthiest and safest population. It is also a way to help health plan members find out if there might be any health risks, issues or concerns.

The Company is changing the campaign process to allow those not meeting the standards more opportunity to truly achieve health goals because small changes over time make a big difference. Beginning in 2020, biometric campaigns become 2-year plans. Year 1—Complete screening (employees and spouses) and start the health coaching process. Year 2—continue engagement with health coaching and education.

Medical plan participants and their covered spouses will be required to complete biometrics in February, March or April 2020. The Company wants all employees to Know Your Numbers, so employees not on the Mohawk health

plan are encouraged to participate as well. The screening will assess your body mass index, blood pressure, cholesterol and blood sugar levels. To pass, you must meet all the standards. For those not meeting all the criteria, you may be assigned face-to-face, telephonic or online health coaching.

2020 BIOMETRIC STANDARDS

Recommended by the NIH	
BMI	<=30
Blood Pressure	<=120/80
Cholesterol	<=200
A1-C	<=6

HEALTH COACHING—TAG YOU'RE IT

At Mohawk, you don't have to face your wellness journey alone. We make it easy for you to be healthy and live better so you can be your best at home and work. We offer completely confidential health coaching at no cost to you! The Cigna Healthy Life Navigators are knowledgeable, help you see the bigger picture, here for you and can design a custom plan for your health needs. They are here



**GOOD
BENEFITS**
Talk about it!

185 69/32 74 KNOW YOUR NUMBERS

to help guide you on your journey to a healthier lifestyle or better manage chronic conditions.

FACE-TO-FACE AND TELEPHONIC HEALTH COACHING

Some employees and/ or spouses not meeting the standards will be assigned to face-to-face or telephonic health coaching. To help you reach your health goals, a Healthy Life Navigator will work with you and/or your spouse to set personal health goals. They will help give you the tools to achieve or make progress toward your goals each year. The support health coaches provide is totally confidential and is an enhancement Mohawk offers to medical plan participants.

ONLINE HEALTH COACHING

Some employees and spouses will be assigned an online coaching format. Even though you may not be working directly with a Healthy Life Navigator, they have selected members that qualify to participate in this format. Members will also receive educational materials throughout the 2-year campaign.

We want you and your family to be healthier—if tagged for health coaching, you must participate to avoid a wellness surcharge. Remember small changes make a big difference over time!

How do I know what coaching, if any, I will be assigned?

The Benefits Service Center or the Healthy Life Team will reach out to members required to engage in face-to-

face or telephonic coaching. Members assigned online health coaching will receive postcards and text messages when the modules have been assigned. It may take up to two weeks for assignment. All members required to engage in health coaching will receive various outreach communications, including phone calls, postcards and text messages.

If you aren't sure if you or your spouse has required health coaching, please contact the BSC at 866-481-4922.

Employees and covered spouses who choose not to work with a health coach, do not make contact with their coach, do not complete online modules or do not complete biometrics testing, will receive a surcharge of an additional \$28.85 per week or \$125 per month on top of the medical premium.

Mohawk is committed to helping you achieve your best health. All employees can avoid the wellness surcharge by participating in the wellness program described above. If you think you might be unable to meet a standard for avoiding the wellness surcharge under this wellness program, you might qualify for an opportunity to avoid the wellness surcharge by different means. Contact the Benefits Service Center at 1-866-481-4922 and we will work with you (and, if you wish, with your physician) to find a wellness program with the same reward that is right for you in light of your health status.



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