



2018 Wellness Program Incentives

Incentive Maximums

To earn HSA contribution(s) or premium reductions, the employee must participate in the Interactive Health program or Additional Wellness Activities. The maximum incentives employees are eligible for are as follows:

- Enrolled as Employee Only
 - Employee can participate and receive a maximum of \$650 contribution/premium reduction (non-HSA eligible)
- Enrolled as Employee + One or Employee + Family (w/Spouse)
 - Employee and Spouse can participate and receive a maximum of \$950 contribution/premium reduction (non-HSA eligible)

AURA will provide the following incentives to Interactive Health participants:

Employees enrolled in the Consumer Driven Health Plan (HDHP):

- Two-part incentive
 - Participation - \$300 (EE/SP)
 - *Meet Goal - \$350 (EE/SP)

Employees enrolled in the OAP Plan:

- Two-part incentive
 - Participation
 - EE - \$11.54 premium reduction each pay period
 - EE & SP - \$23.08 premium reduction each pay period
 - Participation and Meet Goal
 - EE - *\$25 premium reduction each pay period
 - EE & SP - Participation and EE and/or SP Meet Health Goal \$36.54 premium reduction each pay period

*Meet Goal incentive does not apply to first time participants

First time Interactive Health Evaluation Participants

Employees who are first time participants in the Interactive Health Evaluations can earn the HSA contribution (or premium reduction) if they participate in the Interactive Health program as follows:

- Participation - \$300 (EE/SP)
- Additional Wellness Activities (EE/SP)

New Hires beginning 01 January 2018

- Automatic - \$300
- Additional Wellness Activities (EE/SP)



Additional Wellness Activities

Employees and spouses can earn incentives (up to a maximum of \$350 for Employee Only or \$650 for Employee + Spouse) by completing the following activities:

- IH or Cigna Health Coaching Program - \$200 (EE/SP)
- Annual Preventive Exam - \$150 (EE/SP)
- Dental Exam - \$50 (EE/SP)
- Complete Cigna Health Risk Assessment - \$100 (EE/SP)
- Meet with Health Coach - \$50 (maximum \$100 per year)