

SCM 2024 Wellness Program



We are excited to announce the 2024 SullivanCurtisMonroe wellness program that will continue to offer a wellness program to help guide you on the path to better health and a longer, happier life. For 2024, SCM will switch to a pre-qualifying set of requirements for the wellness program participation. All full-time employees (regardless of medical plan elections) are eligible to participate in our voluntary wellness program at no cost.

We want everyone to be able to participate in and receive the wellness reward. (See below)

Please closely review the below overview as we are making some changes to our 2024 program.

Our 2024 Wellness Program will continue to encourage you to know your health risk through the Anthem Health Risk Assessment (HRA) and continue to participate with Nivati.

Healthy Reward Program Steps

Reward

All Steps are required in order to qualify for the wellness program.

Complete the Health Risk Assessment (HRA) through Anthem's website between August 1, 2023 and October 31, 2023.

AND

Non-Tobacco User (employee signed self attestation)

Tobacco User: Complete cessation health coaching requirements by October 31, 2023.

AND

Actively view and participate with two wellness videos through the Nivati wellness platform between July 1, 2023 and October 31, 2023.

Medical Premium Discount for 2024 plan year

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\$500/\$1,000 contribution to your HSA Plan, if enrolled, paid on the first payroll of January 2024 and July 2024.

How will the rewards be obtained?

- Employees who elect the HMO plans will receive a discount on medical insurance premiums for the 2024 plan year for completing all steps.
- Employees who elect the PPO/HSA plan will receive a discount on medical insurance premiums for the 2024 plan year AND receive a 2024 company contribution to their Health Saving Account for completing all the requirements. Wellness plan members will receive \$500/\$1,000 contribution to your HSA Plan, if enrolled, paid on the first payroll of January 2024 and July 2024.
 - Maximum HSA reward—\$1,000 individual / \$2,000 family

How to complete the steps

Health Risk Assessment (HRA) through Anthem

Complete the Health Risk Assessment (HRA) through Anthem's website between August 1, 2023 and October 31, 2023.

- Go to www.anthem.com, click **Log In** at the top right.
- Navigate to **My Health Dashboard** at the top of the screen. Click on **Programs** in the dropdown menu.
- Scroll down to WebMD Health Assessment. Click on "Learn more".
- Start the assessment test.
- Once you accept the two pop-up prompts you will be taken to the assessment test page. Complete the questionnaire.
- Upon completing the assessment test, print your confirmation found on the health assessment landing page.
- Send the confirmation to HR at jpoblador@sullicurt.com.
- If you do not have an Anthem account, please view the Anthem & HRA Registration Guide.

Non-Tobacco user or cessation program in 2024

Non-Tobacco User (reported through the attestation located on the SCM benefits website)

Submit the Tobacco Free attestation by October 31, 2023:

- Email: jpoblador@sullicurt.com
- Confidential Fax: 949-852-9762

Or

Completion of Tobacco Cessation Program through Anthem's Well-being Coach program sponsored

Two wellness videos

Actively view and participate with two wellness videos through the Nivati wellness platform by October 31, 2023.

Body and Mind wellness videos are available, including Yoga, Zumba, Low Impact and other workout videos and Mindfulness, Sleep, Stress, Communication and other mental health support videos.

NOTE for 2025 Wellness program/HSA funding: For 2024, SCM will continue with bi-annual HSA installments. However, for the 2025 plan year, we will move to monthly installments rather than bi-annual.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program as available to all employees. 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. Contact your SCM Human Resources team and we 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 considering your health status.