



2024

WELLNESS PROGRAM



Participate in your Wellness Program this year to earn wellness credits toward your medical premiums in 2024.

Welcome to your 2024 Wellness Program!

The Ardent Health Wellness Program offers you the opportunity to learn more about your health and save money on your medical premiums. Our 2024 program **rewards** you for achieving health goals that directly reduce your risk for metabolic syndrome. Participation in the program is completely voluntary and confidential.

What is Metabolic Syndrome?

This refers to a group of five (5) conditions that can lead to heart disease, diabetes, stroke, and other health problems. Metabolic syndrome is diagnosed when someone has three (3) or more of the following risk factors:

- High blood glucose (sugar)
- Low levels of HDL (“good”) cholesterol
- High levels of triglycerides
- Large waist circumference
- High blood pressure

The good news is that metabolic syndrome can be treated and the significant risk for disease onset can be reduced.

Earn Wellness Credits:

If you want to earn the wellness credits, you* and/or your covered spouse/domestic partner will each need to:

Complete the Tobacco/Nicotine Use attestation:

Earn \$50/month: Tobacco/Nicotine-Free status

Complete a biometric screening:

Earn \$50/month: Waist circumference: ≤ 35” (female), ≤ 40” (male)

Earn \$50/month: Achieve at least two (2) of the four (4) following measures:

	Biometric	Measure
1	Fasting Blood Glucose	< 100 mg/dl
2	Triglycerides	< 150 mg/dl
3	HDL Cholesterol	≥ 50 mg/dl (female), ≥ 40 mg/dl (male)
4	Blood Pressure	≤ 130 mmHg systolic AND ≤ 85 mmHg diastolic

* To receive wellness credits, employees must be actively employed, and you and your spouse/domestic partner must be enrolled in an Ardent Health medical plan.



Important Deadlines

If you are a new hire in 2024, you must complete the wellness screening requirements within 60 days from your hire date to participate in the program.

Employees with a qualified life event (QLE) must complete the screening requirements within 60 days of their qualifying event.

PARTICIPATE IN THE WELLNESS PROGRAM TODAY!

STEP 1: GETTING STARTED

Download the My Pathway to Health (MPTH) mobile app by scanning the QR code to the right or visit www.mypathwaytohealth.com.

If you already have an account, select log in, enter your username, then enter your password. To register as a new user, select Register Your Account and enter your:

- Employer Code: **Ardent**
- Participant’s Last Name: *For example, Smith*
- Participant ID: **Ardent Health Employee ID**

Your spouse/domestic partner should enter their last name for the participant’s last name. (For Example: Roberts) and your Ardent Health Employee ID plus the letter **S** for the Participant ID (For Example: 123456S)

STEP 2: COMPLETE THE TOBACCO/NICOTINE USE ATTESTATION

DEADLINES:

New Hires: Within 60 days of your Hire Date

Qualifying Life Event (QLE): Within 60 days of your QLE Date

- Earn \$50/month: **Tobacco/Nicotine-Free Status**

STEP 3: COMPLETE YOUR BIOMETRIC SCREENING

DEADLINES:

New Hires: Within 60 days of your Hire Date

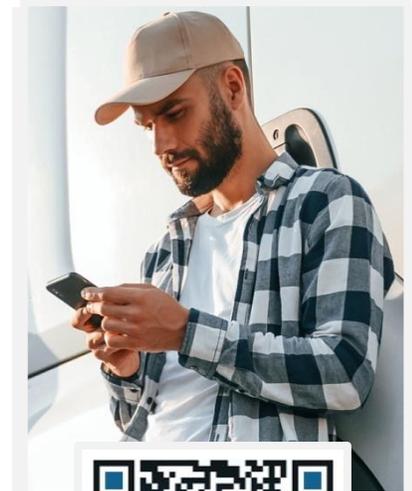
Qualifying Life Event (QLE): Within 60 days of your QLE Date

- Earn \$50/month: **Waist Circumference:** ≤ 35” (female), ≤ 40” (male)
- Earn \$50/month: **Achieve at least two (2) of the four (4) following measures:**

	Biometric	Measure
1	Fasting Blood Glucose	< 100 mg/dl
2	Triglycerides	< 150 mg/dl
3	HDL Cholesterol	≥ 50 mg/dl (female), ≥ 40 mg/dl (male)
4	Blood Pressure	≤ 130 mmHg systolic AND ≤ 85 mmHg diastolic

STEP 4: COMPLETE THE KNOW YOUR NUMBER QUESTIONNAIRE *RECOMMENDED*

The Know Your Number Questionnaire is a health survey that pairs with your biometric results to provide you with an insightful health risk score and report.



Download the **My Pathway to Health** mobile app to complete your program requirements!

Have a question about getting started? Email ohsecure@wellworksforyou.com or call 1.800.550.2427

BIOMETRIC SCREENING

The biometric screening includes physical biometrics (height, weight, waist circumference, and blood pressure), a lipid panel (total cholesterol, HDL, LDL, and triglycerides) and fasting blood glucose. To schedule your on-site or Labcorp screening, click "Schedule Now" from the My Pathway to Health (MPTH) portal Action List, select your preferred screening option, and follow the prompts to confirm your screening. To download the Provider Screening Form to bring to your healthcare provider, click "Download Form" from the MPTH portal Action List.

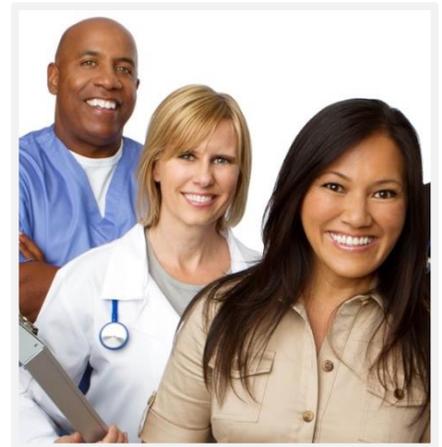
There are three (3) screening options available for you to select from the MPTH Action List:

ON-SITE SCREENING

On-site events are scheduled at select Ardent Health locations. As the screening dates for each location are confirmed, they will be available on MPTH for you to select. These events fill up quickly, and there will be **NO** make-up events, so sign up early and keep your wellness screening appointment. Please cancel the appointment if you determine you will be unable to attend the screening event.

LABCORP OFF-SITE SCREENING

If you are not able to participate in an on-site screening event, you can select to have your screening completed at an approved Labcorp location listed in MPTH. Not all Labcorp facilities provide the required tests, so be sure to select and visit the location you chose in MPTH. Failure to do so will delay the processing of your results, and you may incur costs that you will be responsible for.



PROVIDER SCREENING FORM

In the event you are scheduled to have an annual wellness visit or already had an annual wellness check-up with your healthcare provider in 2024, you can download the Provider Screening Form by clicking the "Download Form" button from the MPTH portal Action List.

Please consult your healthcare provider and insurance carrier about the costs, if any, prior to scheduling your appointment.

Participants are responsible for ensuring that all fields on the Provider Screening Form are completed including waist circumference, lab test date, and the physician's signature/date and that the form is returned to Orthus Health within the stated deadlines. Submission of an incomplete form can result in a delay in your ability to enroll in a Reasonable Alternative, submit an Appeals Form, or receive incentive credits you may have earned. Extensions will not be approved for members whose healthcare provider did not return the completed form by the deadline.

Important:

You should not schedule an on-site screening appointment if you intend to utilize a Provider Screening Form to submit your screening results. If you decide to use a Provider Screening form after scheduling an appointment for an on-site screening event, please cancel the on-site appointment to release the screening slot for others to schedule.

WHEN AND HOW WILL I RECEIVE MY RESULTS?

Your MPTH portal Action List will update once your results are received and posted to your MPTH account. Biometrics completed at an on-site event or a Labcorp location typically post in MPTH within 10 business days of the screening appointment. Provider Screening Form results may take up to 10 business days to post from the day that the completed form is received by Orthus Health. Once your screening results are posted in MPTH, your Biometric Screening and Provider Screening Form requirements on the Action List will be updated as "Results Received" with the date that the results were added to your account. The Action List will also show if you met the requirements for the Waist Circumference and at least two (2) of the four (4) Biometric Screening results.

REASONABLE ALTERNATIVE STANDARDS & APPEALS

If you feel that you did not earn an incentive due to an error in reporting or that you could not earn the incentive due to your current health status, you can enroll in a reasonable alternative or file an appeal.

REASONABLE ALTERNATIVE STANDARDS (RAS)

Reasonable alternative programs use text messages for communication (message and data rates may apply) and will only appear on the MPTH portal Action List for members who attest to being a tobacco/nicotine user or do not meet the results for the biometric measures listed on the My Pathway to Health Action List. To enroll in the voluntary reasonable alternative programs, click "Enroll Now" on the MPTH portal Action List.

- 1. Missed screening result OR attested to being a tobacco/nicotine user** - You must enroll in and start your chosen program within 60 days of your Tobacco/Nicotine Use Attestation or the "Results Received" date on the MPTH Action List for your biometric screening items and stay enrolled in the program for at least 60 days to receive credit. If you opt out of the program (by texting "STOP") at any point in the 60-day period, you will not receive credit for completing the reasonable alternative program.
- 2. Missed screening result AND attested to being a tobacco/nicotine user** - If you need to enroll and start both reasonable alternative programs, you must enroll in and complete the tobacco/nicotine use reasonable alternative first and then complete the missed screening results reasonable alternative program. You must enroll in and start the nicotine use reasonable alternative program within 60 days of your Tobacco/Nicotine Use Attestation. After completion of the tobacco/nicotine use reasonable alternative, you will be prompted to accept enrollment into the second program. You must stay enrolled in each of the programs for at least 60 days per program to receive credit. If you opt out of either of the programs (by texting "STOP") at any point in the 60-day period, you will not receive credit for completing the reasonable alternative program.

Alternatively, if you do not meet the waist circumference goal, you can earn the wellness credit by achieving a 5% weight loss since your last screening. This will be applied automatically by Orthus Health where previous screening data is available in MPTH. Reasonable Alternative Standards are not intended to identify risk or medical appropriateness. Always consult with your medical doctor before starting any new exercise or nutrition programs.

APPEALS

You may feel that your results were not accurate, or the goals were unachievable based upon your current health status. If this is the case, click "Download Form" from the MPTH portal Action List to obtain the Ardent Health Appeals Form for you and your provider to complete. The three (3) appeals option types and instructions for completing are listed below:

- 1. Dispute of Accuracy** - If your results were recorded incorrectly or do not match your normal health status, you may submit new results that achieve the goals. The new screening results must be completed within 60 days from the "Results Received" date on the MPTH Action List.
- 2. Medical Exemption** - If your healthcare provider feels that you cannot meet the standards due to your current health status, your healthcare provider will need to write a brief statement indicating which criteria you are exempt from and why. For example, "Jane is 6 months pregnant, and it is not medically advisable that she meet the waist circumference goal."
- 3. Provider Determined Goal** - If your healthcare provider feels that you cannot meet the standards due to your current health status, but believes you can make improvements, your healthcare provider may determine an improvement goal for you to submit. This goal should be achievable within 90 days from the "Results Received" date on the MPTH Action List. For example, "John should try to achieve a blood pressure reading of 135/90 by December 31, 2024."

The appeals documentation must be submitted to Orthus Health no later than 60 days from the "Results Received" date on the MPTH Action List for your biometric screening items. It may take up to 10 business days for Orthus Health to review and approve/deny your appeal. You will be notified of your approval status via an MPTH portal Secure Message. Please email your completed appeals documentation to Orthus Health at ohsecure@wellworksforyou.com.

FREQUENTLY ASKED QUESTIONS

Why is my employer offering this program?

Ardent Health values the health and wellness of our employees and their families and wants to provide a reward to those who are in good health and provide some help to those who need it.

How much does it cost to participate in the wellness program?

Ardent Health covers all the costs associated with completing the Know Your Number Questionnaire, completing an on-site or Labcorp screening, and participating in the Reasonable Alternative Text Based Health Programs. If there are any expenses for completing a screening with your healthcare provider, a retest, or an appeal, you will be responsible for these costs. Please check with your healthcare provider and insurance carrier about the costs, if any, prior to scheduling a visit.

Do I have to participate?

This program is completely voluntary. It is an opportunity to learn about your health and take steps to make improvements while earning wellness credits. Employees under the age of 18 are not eligible to participate.

Is my information private?

Yes, all personal health information is private. Orthus Health will never share your personal health information with Ardent Health or any other outside company. Orthus Health will only share with Ardent Health how much of the medical premium credits you earned. We will also receive aggregate information on the population to use for determining potential changes to the wellness program. More information about your privacy is available in the MPTH Enrollment Agreement that you accept upon your initial login to the MPTH portal.

How do I confirm/change my biometric screening appointment or request a new Labcorp form?

To the right of the first Biometric Screening line item on the MPTH portal Action List (ends with "Onsite or Labcorp"), click "Schedule Now" to open the screening scheduling portal. Next, click on "Step 2" to manage your appointment or access your Labcorp form.

How do I confirm the date that I signed the Enrollment Agreement and Tobacco/Nicotine Use Attestation?

1. From the MPTH Mobile App, click "More" from the bottom navigation bar and then "Consent Form."
2. From the MPTH web portal, click "Consent Forms" from the blue navigation bar on the left-hand side of the screen.

How do I know what I have completed and what I have earned?

The My Pathway to Health portal has an Action List that serves as a quick way to complete your requirements. It also shows what items you have completed and achieved and what medical premium credits you have and have not earned. The Action List serves as the "source of truth" for your program completion status.

How do I confirm the date that my screening results were posted to MPTH?

You can view the date that your screening results were added to your MPTH account by viewing the MPTH Action List. Next to the Biometric Screening items, you will see "Results Received" and the date that your results were posted to your account. This date is the start of your 60-day window to enroll in a Reasonable Alternative or to file an appeal, if required.

FREQUENTLY ASKED QUESTIONS

I just completed my requirements in MPTH. When can I expect to start receiving the medical premium credits for 2024?

Medical discounts may take up to two cycles to be applied to your paycheck. Medical premium discounts apply to future premiums only.

I am a new hire, or I had a Qualifying Life Event (QLE). When do I need to complete my requirements and when can I expect to start receiving the medical premium credits?

You have 60 days from your new hire/QLE date to complete the screening requirements and earn the wellness credits. If you complete the requirements within 60 days, it may take up to two (2) pay cycles for credits earned to be applied once posted in the MPTH portal; note that credits will not be retroactive to the hire/QLE date.

How will my medical premium credits appear on my benefits confirmation statement?

Your medical premium credit will be applied based upon your pay frequency:

Biweekly Pay Frequency:

- \$150 incentive earned would appear as a \$69.23 premium credit on your benefits confirmation statement. (\$150 x 12 months = \$1800. \$1800 / 26 payments = \$69.23)
- \$100 incentive earned would appear as a \$46.15 premium credit on your benefits confirmation statement. (\$100 x 12 months = \$1200. \$1200 / 26 payments = \$46.15)
- \$50 incentive earned would appear as a \$23.07 premium credit on your benefits confirmation statement. (\$50 x 12 months = \$600. \$600 / 26 payments = \$23.08)

My spouse/domestic partner's information could not be found in MPTH. How do I have them added so they can participate in the wellness program?

If your spouse/domestic partner is not listed as your dependent in the Ardent Health enrollment system, you will need to contact the Ardent Benefits Service Center at 1.855.787.0668 to add your spouse/domestic partner. Please note that this step is not considered enrolling your spouse/domestic partner in any coverage. It may take up to two (2) weeks after adding your spouse/domestic partner as a dependent for their information to be loaded in My Pathway to Health.

Whom do I contact if I have any Ardent Health Wellness Program questions?

Contact Orthus Health via email at ohsecure@wellworksforyou.com or call 1.800.550.2427.

Ardent Health reserves the right to correct any identified error regarding a wellness participants' eligibility to participate in the 2024 wellness program and/or any errors in program compliance or medical premium credit statuses.