

## Healthy Benefits Frequently Asked Questions

### ❖ What is the 2010 Healthy Benefits incentive?

For 2010, the preferred benefit level for completing the Healthy Benefits wellness program is:

**Single coverage:** \$250 reduction in annual single deductible (Open Access Choice Plan) or additional \$250 company HSA contribution (Empower HSA Plan)

**Dependent coverages:** \$500 reduction in annual family deductible (Open Access Choice Plan) or additional \$500 company HSA contribution (Empower HSA Plan)

### ❖ What do I need to do during 2010 to complete the Healthy Benefits wellness program requirements?

To earn the Healthy Benefits wellness incentive for 2011, you need to do the following in 2010:

1. Take the HealthPartners online Health Assessment, preferably between January 19 and February 5, but no later than September 30, 2010.
2. Complete a Healthy Benefits wellness program option by September 30, 2010.

### ❖ How do I take the Health Assessment? What if I miss the February 5 deadline?

We strongly encourage all participants to take the Health Assessment between January 19 and February 5, so you can receive both the results of your assessment and wellness program suggestions from HealthPartners that relate to your health status. However, the assessment can be completed after February 5 but no later than September 30.

#### Health Assessment Instructions:

1. Go to [www.healthpartners.com/startribune](http://www.healthpartners.com/startribune). (Can use the link on the Benefits site on Stribnet)
2. Click on "Healthy Benefits" under "More Resources" in the lower right section of the home page. (Do not log onto the HealthPartners site from the home page!)
3. You will see a page with a "JourneyWell" logo at the top. On this page, enter the company name ("Star Tribune"), your HealthPartners username and password. New members that do not yet have a HealthPartners account can register for an account at this time.
4. Click on the "Take My Health Assessment" link and start the Health Assessment!
5. If you are covering your spouse or same sex domestic partner on the Star Tribune medical plan, he/she will also need to complete the above steps using his/her own user ID and password to log in. If your spouse or partner needs to register for an account, he/she should enter his/her own HealthPartners member ID number (found on the medical plan ID card) for the registration.

Paper copies of the Health Assessment are available to those who do not have access to a computer. If you have questions or need a paper copy of the Health Assessment, please call HealthPartners Product Support at 952-883-7800.

❖ **If I am covering my spouse or same sex domestic partner in the medical plan, what does he/she need to do?**

He/she will need to do the same things that you will need to do by September 30, 2010:

1. Take the HealthPartners online Health Assessment.
2. Complete a Healthy Benefits wellness program option.

❖ **What are my Healthy Benefits wellness program options? What options does my spouse have?**

You and your spouse or same sex domestic partner have the following options. You must each pick an option. You can pick the same or different options.

- Attend three (3) Healthy Benefits seminars at Star Tribune. Register on the Healthy Benefits site (under Benefits on Stribnet). Call the Benefits Hotline, 612-673-7458 if you want to register your spouse or same sex domestic partner for a seminar. Seminar topics and schedule will be published early in 2010.
- Participate in a HealthPartners Online Program. These programs take approximately eight weeks to complete. Topics include:
  - 10,000 Steps program
  - Stress management course
  - Weight management course
- Participate in a HealthPartners Health Coaching by Phone Program. Talk with a health expert over the course of three to five phone calls scheduled at your convenience. These phone-based programs take approximately eight weeks to complete. Topics include:
  - Back Health (low back pain)
  - Blood Pressure Management
  - Chemical Health
  - Cholesterol Management
  - Emotional Health
  - Healthy Eating
  - Healthy Pregnancy
  - Physical Activity
  - Stress Management
  - Tobacco Cessation
  - Weight Management.

❖ **How do I sign up for a Healthy Benefits wellness program?**

For all options, except the seminars that are being offered at Star Tribune, you can sign up online at the HealthPartners website. Go to [www.healthpartners.com/startribune](http://www.healthpartners.com/startribune) and enter the same user ID and password that you entered in order to take the Health Assessment. You can also call HealthPartners member services at 952-883-5000.

You can sign up for the seminars that are being offered at Star Tribune by going to the Healthy Benefits site on Stribnet. Call the Benefits Hotline, 612-673-7458 if you want to register your spouse or same sex domestic partner for a seminar.

❖ **If I am newly hired or newly eligible for benefits in 2010, do I need to complete the Healthy Benefits wellness program by September 30 to earn the incentive for 2011?**

If you are first enrolled in benefits prior to June 1, 2010, you need to pledge that you will complete the Healthy Benefits wellness program requirements in order to receive the incentive for 2010. You then need to complete the wellness program requirements by September 30, 2010, to earn the incentive for 2011.

If you are first enrolled in benefits on or after June 1, 2010, you will automatically receive the preferred benefit in 2010. During Open Enrollment in November 2010, you will need to take the Healthy Benefits pledge to receive the incentive in 2011, and complete the program requirements by September 30, 2011 to receive the incentive in 2012.

❖ **What is the Healthy Benefits incentive for 2011?**

The 2011 incentive has not yet been determined.

❖ **If I believe I am physically unable to complete the wellness program, can an exception be made for me?**

With the variety of options available, we believe most people will be able to complete a program option, even if they have a physical limitation. However, if you believe you cannot complete any of the program options, contact HealthPartners Product Support (1-800-311-1052) or by email at [WellnessExemptions@HealthPartners.com](mailto:WellnessExemptions@HealthPartners.com). Preferably, contact HealthPartners by July 31<sup>st</sup>, 2010. This will help avoid missing the applicable time line to complete some of the programs. Discuss your concerns with the customer support representative. If (s)he agrees that you are unable to complete any program option, an exemption will be made for you and you will still receive the incentive. Unless HealthPartners and/or Star Tribune benefits management agrees to an exemption, you will be expected to complete the program requirements in order to earn the incentive. **The exemption status is granted for the current plan year only.** You need to reapply for an exemption each plan year.

❖ **If I complete the Healthy Benefits wellness program requirements but my spouse does not, will I receive the incentive next year if I drop my spouse from the health plan in 2011?**

No. You and your covered spouse both need to complete the program in 2010 or you will not receive the incentive for the following year, even if you drop your spouse's coverage.

❖ **Do children over age 18, who are covered by the medical plan, also need to complete the Healthy Benefits wellness program?**

No. Only the employee and his/her spouse or same sex domestic partner, if covered by the health plan, need to complete the wellness program.