



WELLNESS INCENTIVE PROGRAM

When your employees start a wellness journey, you save and they earn rewards

Washington groups of 1–50 on metallic plans

When your employees take the first steps toward better health, it's rewarding for them—and for you. Why? Because healthier employees improve the health of your business. We've included the Wellness Incentive Program in our Regence 2020 metallic plans (Platinum, Gold, Silver and Bronze) at no additional cost. The program rewards your employees for completing a health assessment and a biometric screening.

And, when your employees complete these wellness activities within the first three months after your plan's renewal or effective date, you're rewarded with a discount on your premium.

The Wellness Incentive Program is not insurance but is offered in addition to your medical plan to help your employees get information and support when they need it.

Improve employee well-being and morale

Employees will receive a confidential health report after completing the assessment. The report provides real-time, actionable recommendations, based on the employee's input and risk factors, for improving their overall health.

Reduce your costs

When your eligible employees complete the wellness activities within the first three months after your plan's effective or renewal date, you'll receive a 3% discount on those covered eligible employees in the applicable next month's premium. This discount will be applied back to the beginning of the plan year and continues throughout the plan year as long as eligible employees remain enrolled.

How it works

Starting Jan. 1, 2020, when you enroll or renew in a small group metallic plan, the Wellness Incentive Program is included in your coverage. Employees will have three months after your group's effective or renewal date to complete the wellness activities and obtain their electronic gift card code.

Once employees complete a health assessment and a biometric screening, they will earn a \$100 electronic gift card.* And you'll receive a discount on the monthly premium rate for eligible employees who complete the wellness program.

Simple steps to earn rewards

Step 1: Get started on [regence.com](https://www.regence.com)

To get started, your employees must register on [regence.com](https://www.regence.com) and click on Regence Empower to complete their health assessment. Employees will receive a confidential health report after completing the assessment. The report provides real-time, actionable recommendations, based on the employee's input and risk factors, for improving their overall health.

Step 2: Get a biometric health screening

Employees can choose how and where to get a biometric screening. They must follow the instructions and links on Regence Empower to select one of three options:

- Visit an in-network doctor for a preventive care exam and have their doctor fax in results using the Physician Results form found on Regence Empower
- Visit a participating Patient Service Center, a partnership with Quest Diagnostics
- Complete a home test kit and submit the test by mail

Step 3: Get an electronic gift card

Once the wellness activities have been completed and validated, employees simply sign in to [regence.com](https://www.regence.com) to claim their electronic gift card code found on Regence Empower.

Wellness program milestones

3 months



Participating eligible employees receive a \$100 electronic gift card for completing a health assessment and biometric screening within the first three months after your plan's effective or renewal date. Employees should claim their gift card code found on Regence Empower right away. It's only available for a limited amount of time. Once they've claimed it, they can use it any time.

Premium discount



The premium discount adjustment is applied as an aggregate credit on the next month's billing for eligible employees. It is retroactive to the beginning of the current plan year and continues throughout the plan year if the eligible employees remain enrolled. It may take up to 45 days after employees complete their activities for credits to appear on your monthly billing statement.

You'll find a complete Wellness Incentive Program Employer Toolkit on [regence.com](https://www.regence.com) that includes email templates, posters, flyers and more.

*May be subject to tax withholding and reporting.



Regence BlueShield serves select counties in the state of Washington and is an Independent Licensee of the Blue Cross and Blue Shield Association

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