



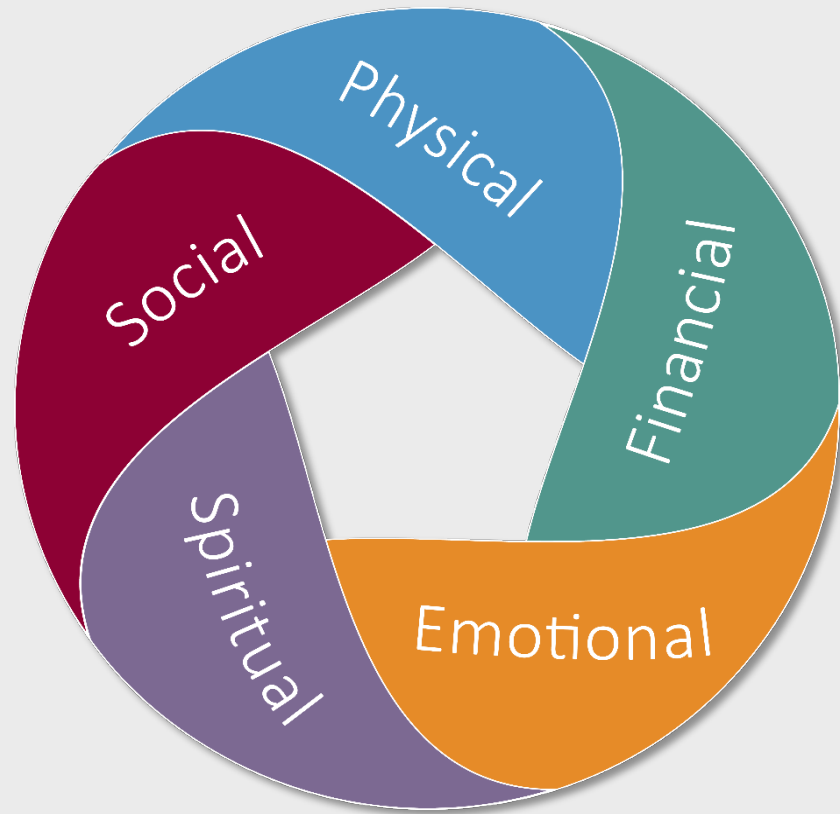
HealthFlex Mini-Summit—November 2020



Wespath

BENEFITS | INVESTMENTS

2021 Well-Being Program Updates



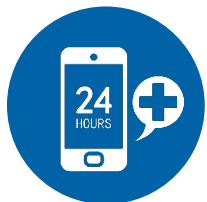
Well-Being Programs

Current Approach to Well-Being



- **Assessment:**

Health Quotient and Blueprint for Wellness



- **Health Improvement:**

Coaching | Virgin Pulse | Diabetes Prevention
EAP/WorkLife | WW | EY



- **Rewards:**

\$100 for BFW | \$160 for Virgin Pulse
\$150 for broad wellness points accumulation
Avoid higher deductible for HQ

We offer *a lot*
of great programs!



From *a lot* of different vendors.

Barriers to Engagement

- Complexity, multiple vendors
- Participants rarely visit WebMD outside of AE and HQ
- Knowing what's available at the time you need it



Well-Being “List” on WebMD Site

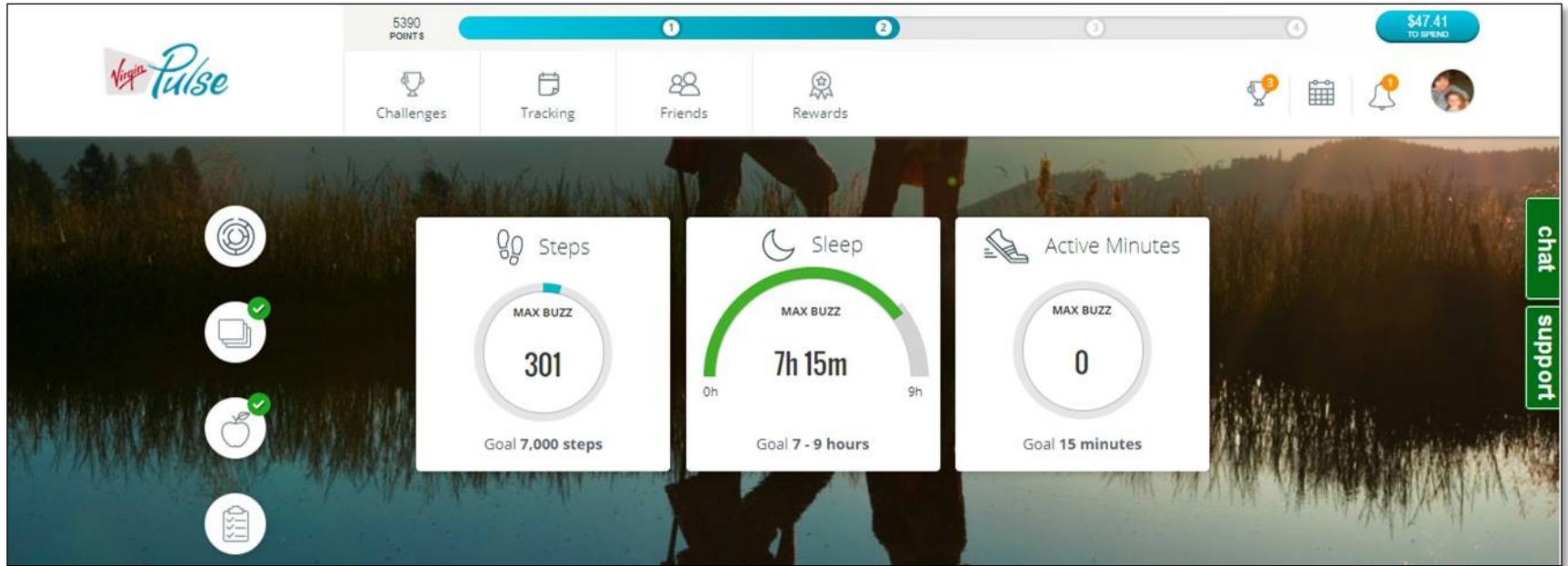


Well-Being Programs

- [Biometric screening – Quest Blueprint for Wellness*](#)
- [Counseling, Support resources \(EAP\)](#)
- Diabetes Prevention and Management
 - [Online – Omada Health \(if at-risk for diabetes\)](#)
 - [Community-based Diabetes Prevention Program reimbursement](#)
- Financial Well-Being Resources (for those with Wespath accounts)
 - [Retirement Accounts – Benefits Access](#)
 - [Financial Planning Services with EY](#)
- Physical activity/well-being program – Virgin Pulse
 - [Not a member yet? Join Virgin Pulse](#)
 - [Members Login](#)
- [WW – Weight Watchers](#)

More Engaging New Approach

Centralizing well-being in the place with frequent visits!



Here's What is Transitioning

WebMD Single Sign On to Vendors	New Benefits Access New Virgin Pulse Benefits Page
HealthQuotient	Virgin Pulse Health Check
Wellness Points	Virgin Pulse Wellness Credits
Health Coaching	Virgin Pulse Live Coaching
Targeted Messaging (WebMD eblasts)	Virgin Pulse/Wespath Direct
Online Wellness Content (e.g. Digital Health Assistant)	Virgin Pulse/Wespath Direct

Access Health With Other Wespath Benefits

The screenshot displays the Wespath Benefits Access dashboard. At the top, the navigation bar includes the Wespath logo, 'Benefits Access', 'Pending Actions', 'Wes Patrick', and 'Log Out'. Below the navigation bar are tabs for 'Summary', 'Retirement', 'Health', 'Well-Being', and 'Life & Disability'. The 'Health' tab is highlighted with a red box. The dashboard is divided into four main sections: Retirement, Health, Well-Being, and Life & Disability. The Retirement section shows an account balance of \$936,116.62 and a net return of 3.4%. The Health section, highlighted in red, shows an HSA Election Contribution Amount of \$3,000.00 and lists medical, prescription drugs, and vision benefits. The Well-Being section includes Virgin Pulse, Blueprint For Wellness, and HealthQuotient (HQ). The Life & Disability section shows that the user is currently enrolled in the Comprehensive Protection Plan (CPP) and UMLifeOptions.

Wespath Benefits Access | Pending Actions | Wes Patrick | Log Out

Retirement (Data as of 09/11/2020)

Account Balance: \$936,116.62

Net Return (YTD): 3.4% ▲ | MPP (YTD): -

Retirement Projection at age 65

\$7,829.00 Per Month | 85% Target | 85.7% Projected

Your current estimated monthly income is \$7,829.00 per month which is an estimated income replacement of 85.7%. The amount is calculated as of 09/01/2020 with assumptions including inflation. [Customize](#)

[Retirement Details](#)

Health (Data as of 09/14/2020)

HSA Election Contribution Amount: \$3,000.00

Medical ✓
United Healthcare
UHC H1500 with HSA

Prescription Drugs ✓
Optum Rx

Vision ✓
VSP
VSP Exam Core

You have additional benefits that can help you live a healthier life and improve your well-being.

[Health Details](#)

Well-Being (Data as of 09/14/2020)

Virgin Pulse
Use the Virgin Pulse app to experience the full program from your mobile device. [More](#)

Blueprint For Wellness
This health screening provides important information about your overall health. You can **earn \$100 when you complete the screening by July 31**. [Learn more](#)

HealthQuotient (HQ)
This confidential online tool helps you evaluate how personal health factors and lifestyle habits may impact your overall well-being. **Complete by July 31 to avoid a higher deductible.**

You have additional benefits that can help you live a healthier life and improve your well-being.

[Well-Being Details](#)

Life & Disability

You Are Protected ✓
You are currently enrolled in the **Comprehensive Protection Plan (CPP)**.

The Comprehensive Protection Plan (CPP) provides peace of mind for you and financial security for your family. The plan, which is self-insured and funded by plan sponsor contributions, includes death benefits, long-term disability income replacement and other survivor benefits.

UMLifeOptions
Our records indicate you are currently enrolled in UMLifeOptions coverage.

Please contact your plan sponsor for more information.

Get an extra layer of financial protection with optional long-term disability and life insurance coverage for eligible United Methodist clergy and lay employees.

[Life & Disability Details](#)

New Benefits Access: Health Benefits Page

The screenshot displays a user interface for health benefits. At the top, there is a navigation bar with icons and labels for: Health & Reimbursement Accounts, Medical & Behavioral Health, Find a Provider, Compare Medical Costs, Dental, Vision, Prescription Drugs, and Change my Benefits. The main content area is titled "Health Details" and includes a "Print Summary" button. The data is as of 08/06/2020. The page is organized into four main sections, each with a description and a "Provider" button:

- Prescription Drugs** (checked): Keeps you and your family healthy by protecting you from high drug costs and providing discounts for medications you take every day. You also have the capability to schedule home delivery of medications, manage auto-refills, compare costs and search for medication alternatives. Pharmacy Benefit Manager: **Optum Rx**. Individual/Family Out of Pocket Max (Shared with Medical). Preferred Brand Co-Insurance. **Prescription Drug Provider**
- Medical & Behavioral Health** (checked): Your health is important, and although no one plans to get sick, most will need care at some point. You get free or discounted preventive care services like your annual wellness exam, vaccines, and preventive screenings. You benefit from discounts on services when you use a network provider, even before you meet your deductible. Your coverage also protects you from unexpected high medical costs. Provider: **Blue Cross Blue Shield**. Coverage: **Employee and One Dependent**. Plan: **BCBS H1500 with HSA**. Co-insurance (in Network). Individual/Family Out of Pocket Max (in Network). **Medical Insurance Provider**
- Vision Insurance** (checked): Scheduling regular eye exams can help your doctor identify vision correction needs and early stages of eye diseases. Vision plans help reduce the cost of regular eye exams and can save you money on vision correction and procedures. Insurance Company: **VSP**. Coverage: **Employee and One Dependent**
- Dental Insurance** (checked): Regular dental checkups keep your teeth healthy but also can help prevent chronic health conditions. Your dental plan covers 100% of preventive care, such as semi-annual cleanings and preventive x-rays. Dental benefits help you budget more effectively for both basic and major dental procedures.

Single Sign On to:

- BCBS
- UHC
- OptumRx
- WageWorks/
Health Equity
- Businessolver

Future SSO:

- Cigna
- VSP

New Benefits Access: Well-Being Page

The screenshot shows a user interface for a 'Well-Being Details' page. At the top, there is a navigation bar with icons and labels for: Physical Activity Program, Diabetes Prevention, Assistance Programs, WW, Health Coaching, Redeem Rewards, and Activity Tracker Devices & Apps. The main content area is titled 'Well-Being Details' and includes a 'Print Summary' button. The page is divided into several sections:

- Virgin Pulse:** A fun, interactive well-being program that uses challenges, activity tracking, and health information to help you improve your well-being in all 5 dimensions. Includes a link to 'Access Virgin Pulse' and a note to use the app for a full experience.
- Employee Assistance Programs:** Confidential counseling and support to help manage issues in your personal or professional life. Through HealthFlex you and/or each of your covered family members have access to 8 free sessions per year for each issue per year/issue/person. Below is a list of potential concerns:
 - Conflict resolution at work
 - Emotional impact of living with a chronic or serious illness, or caring for an ailing family member
 - Finding child care or elder care in your community
 - Maintaining boundaries between professional life and personal life
 - Marital and family satisfaction
 - Legal matters, such as wills and adoption
 - Stress, anxiety or depression
 - Substance abuseIncludes a link to 'Access EAP' and a phone number: 1-800-###-####.
- Blueprint For Wellness:** This health screening provides important information about your overall health. You can earn \$100 when you complete the screening by July 31. This provides important information about your overall health. [Learn More](#)
- HealthQuotient (HQ):** This confidential online tool helps you evaluate how personal health factors and lifestyle habits may impact your overall well-being. Complete by July 31 to avoid a higher deductible. [Learn More](#)
- WW (Weight Watchers):** WW (Weight Watchers) helps improve your eating habits by using digital tools or community meetings for support. HealthFlex pays 50% of membership fees.

Single Sign On to:

- Virgin Pulse
- Quest

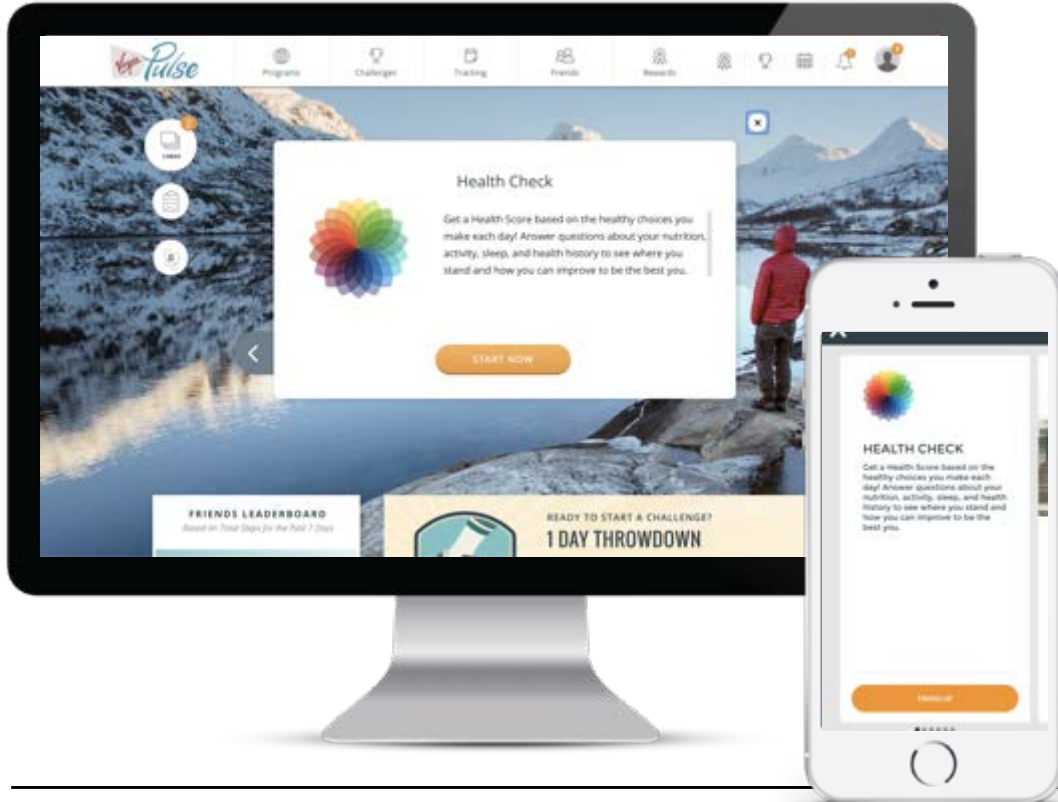
Future SSO:

- EAP
- Others

New Virgin Pulse Health Check

Easy Participant Experience	Population Health Data	Drives Personalization	NCQA-Certified
<ul style="list-style-type: none">• Simple• Mobile friendly• Engaging/varied question types	<ul style="list-style-type: none">• Providing same population health data as current HQ• Custom questions capture spiritual, social and financial dimensions• Recommendations in each health domain: nutrition, sleep, activity, etc.	<ul style="list-style-type: none">• Results inform recommendations on Virgin Pulse website• Referrals to coaching, Journeys, and other HealthFlex well-being programs	<ul style="list-style-type: none">• Health Check from legacy Red Brick offering• Evidence-based to capture population health• Translated into 20 languages!

Health Check—Participant Experience



Participants will be notified to start the Health Check upon logging into Virgin Pulse with:

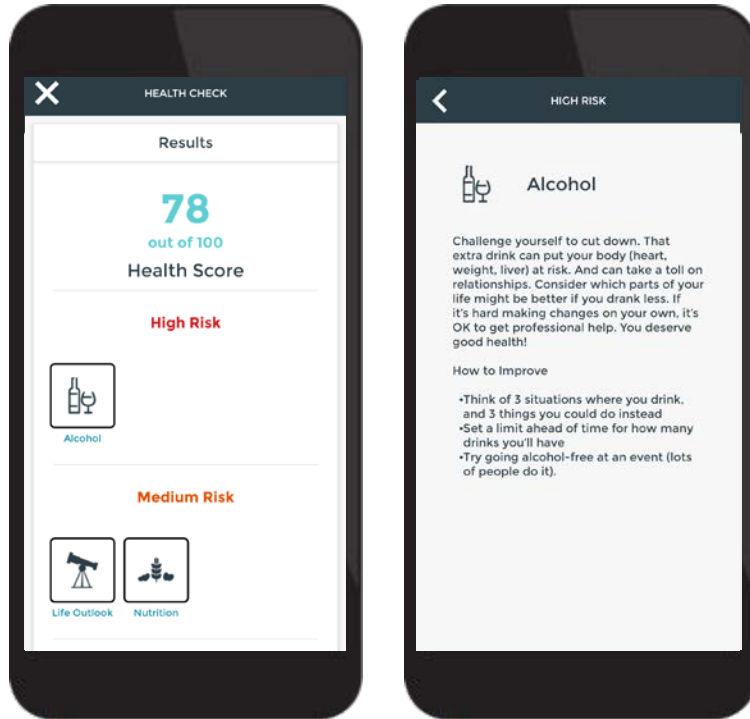
- A card (online or app)
- On Program/Benefits page
- Emails promoting Health Check

If started but not completed, the button will say “finish up”

Health Check—Question Types

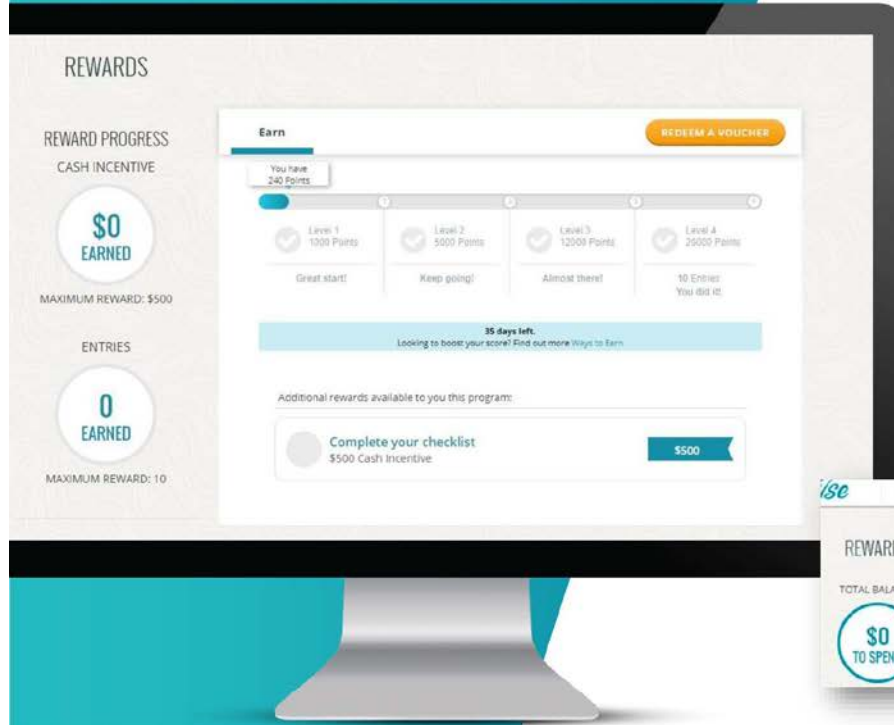


Health Check—Score



- Top level score out of 100
- High and medium risk areas defined
- Notes on risk areas
- Recommendations for improvement

Replacing WebMD Wellness Points



- **Diverse reward options:** Pulse Points and Levels game plus a task-based checklist (credits)
- **Emphasize** specific actions
- Drive success and engagement with **quick wins** in daily and monthly earning opportunities

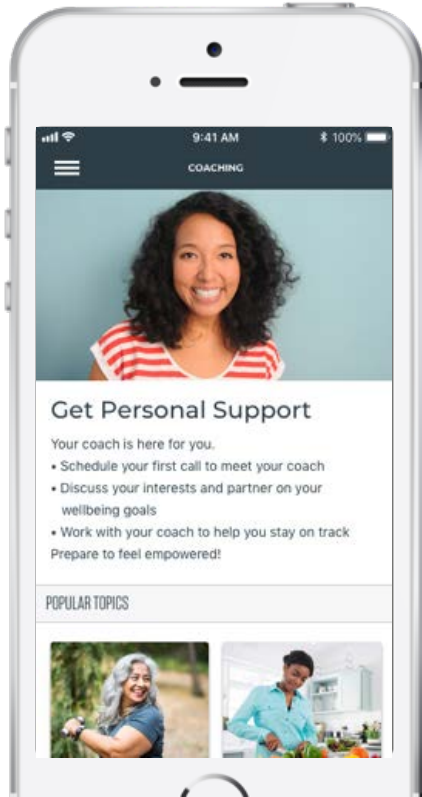


Wellness Points → Wellness Credits in 2021

Action in VP	Wellness Credits	Frequency Per Year
Complete Coaching Call	25	6
Complete one step in a Health Journey	5	3
Complete a Health Journey	15	3
Submit a Success Story	20	1
Have your Success Story Selected	20	1
View a Success Story	5	4
Adopt new spiritual practice for 1 month	15	1
Increase Contribution to UMPIP by 1%	15	1
Complete EY Financial Confidence Check-up	25	1
Saving Grace Financial Wellbeing	20	1
Healthy Results—Blueprint for Wellness	20	7 Options 1 time

Action in VP	Wellness Credits	Frequency Per Year
Register or log into Benefits Access	25	1
Take action in Benefits Access	25	1
Meet with an EY Financial Planner	25	1
Register on EY Navigate	25	1
Diabetes Prevention Program Participation	150	1
Complete Health Check by Deadline	35	1
Access the EAP for Emotional Counseling	15	1
Access the EAP for Work/Life Services	15	1

Virgin Pulse Health Coaching



Coaching Topics

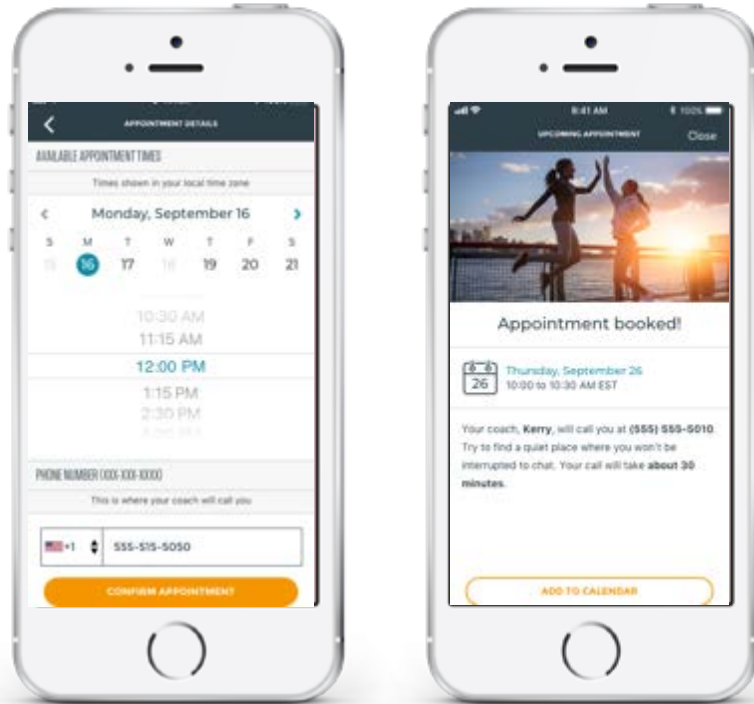
Lifestyle Management:

- Eat healthy
- Be tobacco free
- Manage weight
- Sleep well
- Reduce stress
- Get active

Navigate Health Situations:

- Anxiety & Depression
- Chronic Pain
- Diabetes
- Digestive Health
- Heart Health
- Infertility
- Insomnia & Sleep
- Lung Health
- Medicine Support
- Pregnancy
- Substance Support

Virgin Pulse Health Coaching

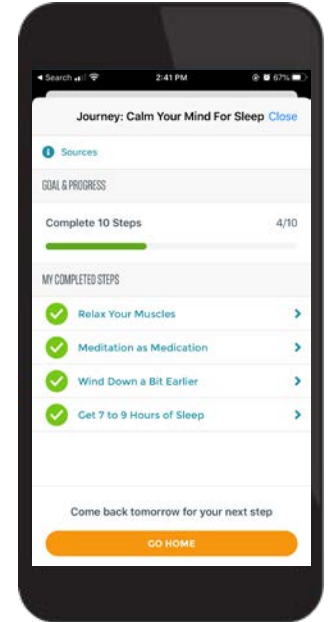
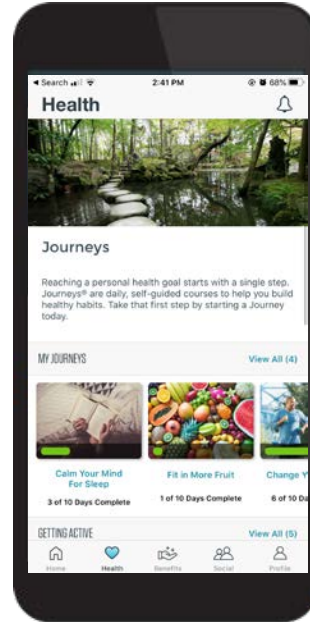


Scheduling a Coaching Call

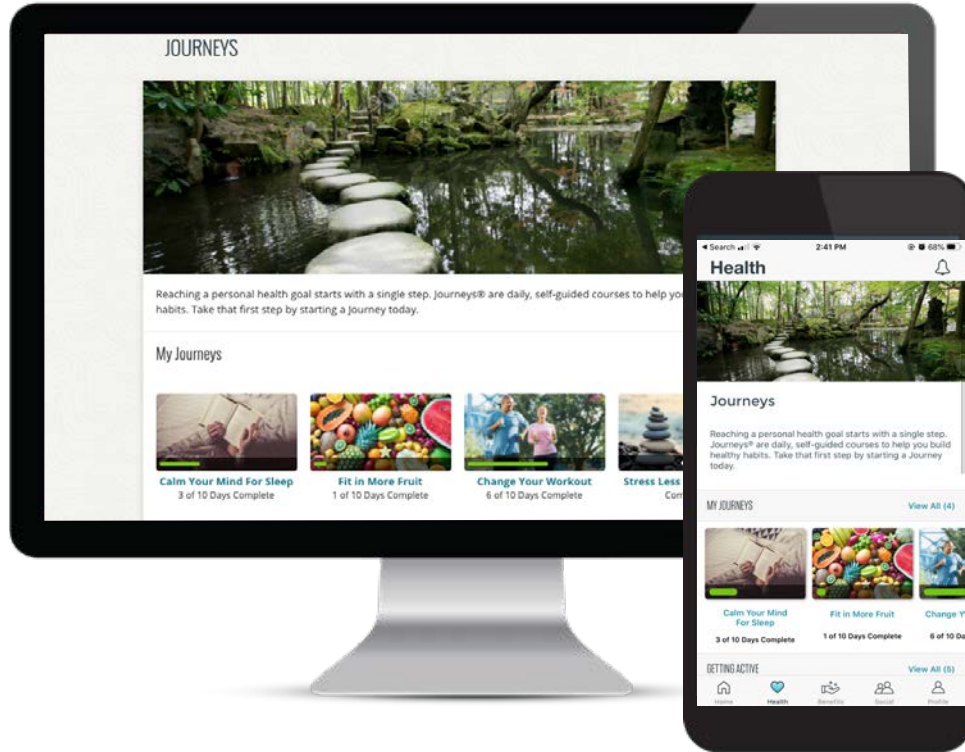
- Participant navigates to the Coaching feature and chooses a topic, a scheduler appears with available appointment times.
- After setting up the appointment, members can navigate back to the Coaching page and see both past and upcoming appointments.
- To cancel or reschedule an appointment, members will click on the coaching appointment to see the “Cancel Appointment” option.

Journeys Replace Digital Health Assistants

- Content covers lifestyle and condition topics, certified and regularly reviewed for accuracy, tone, and readability
- Participants develop literacy and mastery at their own pace and in small bites
- Variety of lifestyle and health topics, promoting positive behavior change by engaging the member in small steps-based healthy habit formation



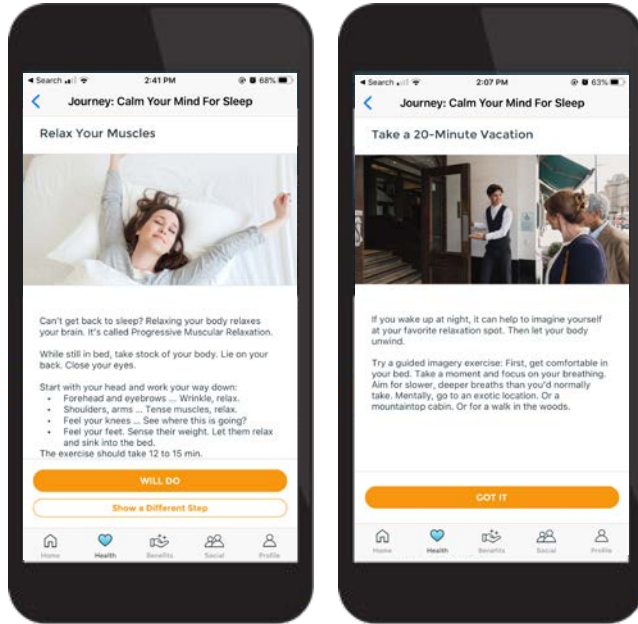
Virgin Pulse Online Journeys



Multi-week guided courses that honor the following:

- **Clinically Sound.** Reviewed by certified health coaches.
- **Choice and Convenience.** Form habits through small steps in just minutes a day.
- **Confidence Builder.** Small wins are reinforced with a clear path.
- **Gamification.** Timely nudges and rewards to reinforce new habits.
- **Scientific.** Developed using BJ Fogg's Behavior Change Model, the content is certified by NCQA and URAC.

Virgin Pulse Online Journeys



Multi-week guided courses—Journeys

- Journeys are organized in “steps”
- Participants complete a step in their Journey, then the next day the member can return for their next step.
- Average of 10-14 steps per Journey
- “Read” Steps → respond “Got It”
- “Do” Steps → respond “Will Do” or “Show a Different Step”

Well-Being Program Objectives

- Understand the health status and risks of our HealthFlex population
- Provide solutions for risk reduction and management of chronic conditions
- Provide encouragement and inspiration for engagement
- Prove the value that well-being offers
- Easier participant experience



Summary

What's Changing	What's the Same?
<ul style="list-style-type: none">• Platform for hosting health assessment, wellness points, coaching, online health improvement programs• Starting point for reaching HealthFlex and well-being vendor partners	<ul style="list-style-type: none">• Availability and spirit of programs—health assessment, wellness points, coaching, online health improvement programs• Blueprint for Wellness, EAP, Diabetes Prevention, WW• Financial incentives for 2021:<ul style="list-style-type: none">– \$150 for Wellness Credits (formerly wellness points)– \$160 for levels achievement through Virgin Pulse– \$100 for completing Blueprint for Wellness

Participant Communications

- Promotional content beginning in December
- Updates to core well-being pieces by January 1
- Key messages:
 - Same offerings
 - New starting point
 - Easier experience



2020 HealthFlex Well-Being Programs
Frequently Asked Questions

Get Started—Feel Better—Earn Rewards!

HealthFlex well-being programs support participants and spouses in a variety of ways. Whatever your goal—if you want to have more energy, lose weight, lower your risk for diabetes or just feel better, there is a program for you.

Participation in HealthFlex well-being programs is voluntary.



wespath.org—select “Log In” then
“HealthFlex/WebMD”

The following sections answer FAQs about the programs and reward structures.

- [Well-Being Programs for All 5 Dimensions](#)
- [2020 Incentives & a Guide](#)
- [General Well-Being Program Questions](#)
- [HealthFlex Wellness Points](#)
- [Blueprint for Wellness® Screening](#)
- [HealthQuest™ \(HQ\)](#)
- [Virgin Pulse®](#)
- [Diabetes Prevention Program](#)
- [Weight Watchers \(WW\)](#)
- [Employee Assistance Program \(EAP\)](#)
- [MDLIVE™ Telemedicine](#)
- [More Information!](#)
 - Contact Information
 - Privacy Statement



Wespath

BENEFITS | INVESTMENTS