



✓ HealthCheck360



2021

Welcome to Journey to 125 by HealthCheck360

Wellness is a journey, and we welcome all Ironwood employees to join us on our voluntary wellness Journey to 125.

Ironwood employees who choose to participate in Journey to 125 work toward earning 125 Points to qualify for a monthly premium discount on Ironwood's medical plan in 2022. Journey to 125 is not just for those on the plan. There are opportunities for all participating employees to win prizes throughout the year, as well as compete to be a top point winner at the end of the year.

TRACKING POINTS

There is a new tracking period, from November 1, 2020 to October 31, 2021. All medical appointment Points earned in November of 2020 will automatically be credited to your account for this new tracking period.

All Points are tracked in HIPAA compliant myHealthCheck360 – either on the web or app. Most points may be submitted any time once they are earned and can be entered retroactively back to the start of the tracking period. However, points for steps and active time can only be earned once you register for myHealthCheck360 and sync your device – these are not retroactive.

Some Points will be awarded automatically, and some will need proof before they are approved. Proof can be uploaded to myHealthCheck360's website or app and Points will remain pending until they are approved once a month. Reference the chart on page 3 of this document for a complete list of Points, how they are validated and proof required.

REGISTER FOR HEALTHCHECK360

- » Visit myHealthCheck360 on the web
- » Click Create an Account and enter your information
 - Company Code: **IRONW**
 - Unique identifier: **last 4 SSN**
- » Agree to the terms and conditions and click **SIGN UP**
- » Download the myHealthCheck360 mobile app for access, support and easy tracking

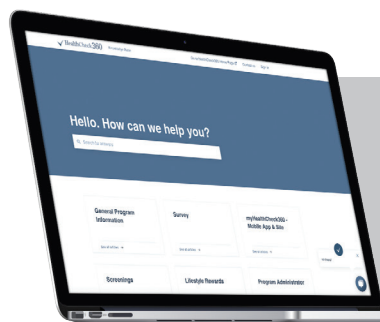
PRIZES

Prizes will be awarded through the year during challenges and other activities. The top three Point earners will win Amazon gift cards in December 2021.

- » 1st - \$200 | 2nd - \$150 | 3rd - \$75

Activity	Points	Max Times Earned	Validation	Proof
Annual Preventive Care Visit	30	1	Manual	Upload - Upload a document showing you completed your preventive care visit
OB/GYN Exam	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
PSA Screening	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Dermatology Screening	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Mammogram	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Colonoscopy	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Vision Exam	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Dental Exam	10	2	Manual	Upload - Upload a document showing you completed your preventive care visit
Flu Shot	10	1	Manual	Upload - Upload a document showing you completed your preventive care visit
Participate in a 5K or other organized community fitness event (walk/run/obstacle course, etc.)	5	3	Manual	Upload - Upload a document showing you participated in the event
Participate in a half marathon	10	3	Manual	Upload - Upload a document showing you participated in the event
Participate in a marathon	20	3	Manual	Upload - Upload a document showing you participated in the event
Register on Aetna.com (new members only)	5	1	Manual	Upload - Upload a document showing you registered
Register for Teladoc (new members only)	5	1	Manual	Upload - Upload a document showing you registered
Register for ESPYR (new employees only)	5	1	Manual	Upload - Upload a document showing you registered
Attest to being tobacco and nicotine free	20	1	Manual	Honor System - Log into myHealthCheck360 app and submit to earn points
Donate Blood	5	3	Manual	Upload - Upload a document showing you donated blood
Professional Development	5	1	Manual	Upload - Upload a document showing you completed any development course
Create a myHealthCheck360 Account (new users only)	5	1	Approved Automatically	Approved Automatically - no proof required
Sync a device to HealthCheck360 (new users only)	5	1	Approved Automatically	Honor System - Log into myHealthCheck360 app and submit to earn points
Take Survey	15	1	Approved Automatically	Approved Automatically - no proof required
Step Count - 150,000 monthly (5000 per day average)	3	12	Approved Automatically	Approved Automatically - Points awarded when you achieve the goal
Step Count - 225,000 monthly (7500 per day average)	1	12	Approved Automatically	Approved Automatically - Points awarded when you achieve the goal
Step Count - 300,000 monthly (10,000 per day average)	1	12	Approved Automatically	Approved Automatically - Points awarded when you achieve the goal
Activity/Exercise Duration (150 mins per week)	2	12	Approved Automatically	Approved Automatically - Points awarded when you achieve the goal

*Proof for medical can be an EOB, receipt, note from your provider. Proof for events and other activities can be a photograph, race bib, email confirmation, etc.



Have questions?

Check out HealthCheck360's [Knowledge Center](#) for answers to FAQs. And reach out to HealthCheck360's Support team at support@healthcheck360.com or 866-511-0360 for more assistance.

Ironwood's wellness program is committed to helping you achieve overall wellbeing. Rewards for participating in the wellness program are 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 Sarah Shanahan at sshanahan@ironwoodins.com to work with you (and, if you wish, your doctor) to find a wellness program with the same reward that is right for you considering your health status.

NOTICE REGARDING WELLNESS PROGRAM

Ironwood Insurance's Wellness Program is a voluntary program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

Employees on the Ironwood medical plan, who choose to participate in the wellness program, will receive an incentive in the form of a premium discount if the required amount of points are earned. For 2021, employees must earn 125 Points by October 31, 2021 to be eligible for the discount for the 2022 plan year.

If you are unable to participate in any of the health-related activities to earn an incentive, you may be entitled to a reasonable alternative standard. You may request a reasonable alternative standard by emailing Sarah Shanahan at sshanahan@ironwoodins.com or Heidi Hutchinson at hhutchinson@ironwoodins.com.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Ironwood Insurance may use aggregate information collected to design a program based on identified health risks in the workplace, The Ironwood Wellness Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) Anthem in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please email Sarah Shanahan at sshanahan@ironwoodins.com or Heidi Hutchinson at hhutchinson@ironwoodins.com.

