

# tHRive Wellness Program 2022-2023

It is Pine Rest’s hope that all employees, regardless of your enrollment in the health benefits, would take advantage of the tHRive wellness program that offers information and challenges that encompasses your overall well being. For more information check out: <https://pinerest.sharepoint.com/teams/PinerestNews/thrive>. We recommend you bookmark this page for as it provides valuable information and updates related to the program over the course of the year.

Through the tHRive Wellness program Pine Rest offers a healthier living incentive tied to both medical plans, which reduces your biweekly premium to what is called the “Wellness” premiums. To be eligible for the lower rates, the enrolled employee must participate in an Annual Wellness visit with their doctor to complete the Annual Physical form.

## Who Must Participate?

- **Current employees with a hire date before July 1, 2022 have the ability to qualify for, or maintain the lower premium.**  
*Employees hired after July 1, 2022 receive the Wellness rates and will need to participate in an Annual Wellness Visit at the beginning of the next plan year (forms due by September 30, 2023). More information is provided during annual enrollment.*

## When are Annual Physical Forms Due?

- **Friday, September 30, 2022**

## When Does the Wellness Premium Take Effect?

On July 1 your employee premium will remain at the same level you were during the prior plan year through October 2022 .

- Employees who complete the form by September 30, and meet 4 of the 5 Health Measurements will maintain or switch to the lower premiums on the last check date in October.
- Employees who complete their annual physical form by September 30, **but had 2 or more of the Health Measurement Criteria fall outside the target range and/or use nicotine products**, have the ability to move to the wellness premium by **participating in the tHRive Health Improvement program paid for by Pine Rest. Once you successfully complete the Health Improvement program, Pine Rest will move you to the wellness premium.**
- **Tobacco Surcharge:** Employees whose UKG record or form state use of Tobacco/Nicotine will incur a surcharge beginning with the last check date in October. For those who participate in the Health Improvement Program with Tobacco/Nicotine Cessation course will have surcharge deferred and evaluated in December. If the program is successfully completed, no surcharge will be incurred. If the program is not successfully completed, the surcharge will begin with the last check date in December.

The tHRive Wellness Program takes into consideration reasonable accommodations recommended by your primary care physician. **More information about tHRive Health Improvement Program can be found at [www.pinerestwellness.com](http://www.pinerestwellness.com).**

Health Measurement Criteria	
<i>Must meet 4/5 criteria below (non-tobacco is required)</i>	
Tobacco	Non Tobacco User/Nicotine Free
Weight	Body Mass Index ≤ 30 or Waist Circumference This must be a one-point reduction from previous year
Cholesterol	Total Cholesterol ≤ 201 (HDL Ratio ≤ 5.0 Men, ≤ 4.0 Women) <i>If outside range, you must agree to engage in a treatment plan with your physician</i>
Blood Sugar Control (Fasting)	Glucose ≤ 126 mg/dL
Blood Pressure	≤ 120/80 mmHg



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If you had two or more screening results fall out of the wellness target range and want to earn the wellness premium you, will need to complete the following steps on the next page of the Pine Rest tHRive Health Improvement Program using the tHRive Wellness online platform at [www.pinerestwellness.com](http://www.pinerestwellness.com).

**Step 1:** *Log into your tHRive Wellness online account by entering your username/password on the home page.*

If you are a NEW employee: Click the yellow "SIGN UP" button and fill in the basic information. You should then receive an email with a link to complete your account and sign in. If you do not receive an email, check your spam folder first, then please email [support@pinerestwellness.com](mailto:support@pinerestwellness.com).

*After logging in, click the "Challenges" tab to enroll in the Pine Rest tHRive Health Improvement Program, listed under "Challenges." Click the "Join this Challenge" button to complete your enrollment.*

This challenge will run for 6 weeks. You must log in at least once a week to review the online education and log the outlined categories to earn a minimum of 350 points per week to successfully pass step 1.

**Step 2:** *Complete Health Coaching with your assigned Health Coach.*

Your Health Coach will contact you to schedule your sessions

**Please note:** *The tHRive Health Improvement Program will only be offered once this plan year. It will run for 6 weeks, starting on October 31 and ending on December 11. Wellness premium credits will be processed on the December 23 payroll. Wellness credits are retroactive back to the October 28 payroll (when all other staff are eligible after open enrollment).*

The tHRive Health Improvement Program consists of multiple elements that were created with the goal of improving your health and focus on personal well-being. These items include weekly health education, available health coaching and a personal health challenge where you earn points for the healthy habits you journal.

To successfully complete the tHRive Health Improvement Program, you must complete both step 1 & 2 outlined above.

Additional details will be listed on the tHRive Health Improvement Program challenge page once the challenge begins, but you will be able to earn the following points based on what you journal on the challenge page.

- **Minutes of Activity** - 1 point per minute logged/synced
- **Fruit Servings** - 5 points per fruit serving logged
- **Vegetable Servings** - 5 points per veggie serving logged
- **Water Consumed** - 5 points per glass of water logged
- **Weight Logged** - 50 points per week for logging weight
- **Program Task Completed** - 10 points for each task completed

**Note:** *If you failed the tobacco use component of your wellness assessment, you will need to complete the Health Improvement Program AND a program focused specifically on tobacco cessation.*

