



## 2021 Wellness Program for Hourly Associates

Metromont is committed to helping you improve your health and supports a culture of wellness. Our Wellness Program is available to both you and your spouse through the TargetCare Right-On-Target Program. By participating in the Right-On-Target Program, you may be eligible to receive an employer contribution to your Health Savings Account (HSA).

### Spousal Engagement

If your spouse is covered under Metromont's medical plan, he/she will also engage in the Right-On-Target Program. Both you and your spouse must be compliant with the Program to receive Metromont's contribution to your HSA.

### Clinical Health Assessment and Review

Participants in the Right-On-Target Program receive a free Clinical Health Assessment (CHA) that is designed to help raise awareness of certain health risk conditions. This voluntary CHA is available to you and your spouse and is important to help identify and manage potentially serious health conditions.

Your CHA results are reviewed with a TargetCare Health Coach and you will be placed into a Risk Category. Your Risk Category determines how many times a year you should visit with the TargetCare Health Coach to help assure any identified health conditions are being properly managed. If your spouse is participating in the Program, he/she will conduct their review and follow-up visits telephonically.

| Risk Category                  | Health Coach Visit Schedule  |
|--------------------------------|--|
| Extremely High Risk (>100)     | At least every 4 weeks   |
| High Risk (81 – 100)           | At least every 8 weeks   |
| Borderline High Risk (61 – 80) | Every 8 weeks  |
| Above Normal Risk (41 – 60)    | Within 16 weeks from your initial CHA and biometric screening  |
| Optimal/Normal Range (0 – 40)  | No additional visits outside of your initial CHA and follow-up appointment; however, you are still encouraged to visit the nurse at any time to discuss maintaining your optimal status or about any new health concerns |

### CHA Alternative

If you and/or your spouse does not wish to receive a free CHA, you may request a CHA Alternative by contacting Metromont's Benefits Department. However, by not completing a CHA or requesting a CHA Alternative, you may be considered non-compliant with the Right-On-Target Program and ineligible to receive Metromont's contribution to your HSA.

### Member Incentive

When you and your spouse are designated by TargetCare as being compliant with the Program, you may be eligible to receive a contribution from Metromont of \$125 per quarter (up to \$500 per year) to your HSA.

If you and your spouse elect to have a CHA, the following outlines what is needed to be compliant with the Program:

| Timeline  | What Must Be Done  | HSA Contribution  |
|---|--|---|
| 1 <sup>st</sup> Quarter 2019  | You and your spouse complete CHAs and follow-up reviews by March 31 <sup>st</sup>                | \$125 employer HSA contribution   |
| 2 <sup>nd</sup> , 3 <sup>rd</sup> , & 4 <sup>th</sup> Quarters 2019 | You and your spouse visit with the TargetCare Health Coach as recommended per your Risk Category | \$125 employer HSA contribution for each quarter you and your spouse are compliant with the program |

If you and/or your spouse elects to forego the CHA, TargetCare will outline what is required to be considered compliant under the Program.

Also, to be eligible to receive Metromont's HSA contribution, you need to be enrolled in the medical plan for a full quarter and have an active Health Savings Account through HSA Bank in your name. You must also be employed at the time the HSA contribution is awarded.

### Reasonable Alternative Standard

If you or your spouse has a health condition that limits or prevents you from participating in physical activity, achieving standard in-range medical recommendations for biometric results, or are pregnant, TargetCare can provide a Reasonable Alternative Standard (RAS) as an accommodation. To qualify for the RAS, the impacted individual must contact TargetCare to request this accommodation. Metromont will not make any determination regarding a RAS.

Questions about the Wellness Program may be directed to the Corporate Benefits Department at (864) 605-5144.