



Embrace Your Path

Well-Being Program Guide
2024-2025

The LCIC Embrace Your Path Well-Being Program is committed to helping our employees focus on their well being. We've partnered with Health Advocate to offer you expert tools, resources and a reward to help you thrive!



Start date:
August 1, 2024



Deadline to submit Platinum
Level contract:
December 1, 2024



Deadline to earn points:
July 31, 2025



Feel good knowing you've
earned a reward

Well-Being Rewards Details

Earn rewards based on four incentive levels:

- **Bronze:** Earn 550 points, receive \$150
- **Silver:** Earn 625 points, receive \$225
- **Gold:** Earn 700 points, receive \$300
- **Platinum:** Earn 900 points, receive \$375

In order to reach the Platinum level, you must complete the following:

1. **Contract for Platinum Level** - Must be signed and turned in by 12/1/2024
2. **Annual Physical**
3. **Biometric Screening**
4. **LCIC Health Courses or Online Personal Pathway**- Must attend one LCIC Health course or complete a Health Advocate Personal Pathway on the platform.
5. **Complete one of the healthy options below:**
 - a. Meet 3 out of 4 healthy benchmarks
 - b. Improvement of healthy benchmarks at free spring screening event
 - c. Health Coaching with Carmen

Well-Being Rewards Program Eligibility

LCIC Embrace Your Path Wellness Program incentive reward is available to eligible employees and their spouses.



Well-Being Your Way

Be Well | Be Balanced | Be Connected | Be Successful

Earn Rewards based on four incentive levels:

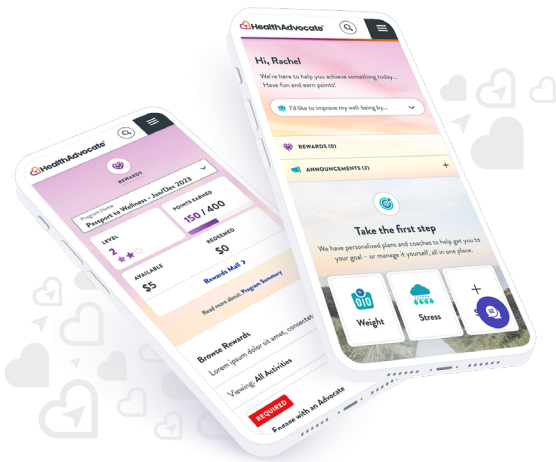
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**see page one for additional platinum level requirements*



Get Started!

Review the full program details, plus access activities, track your points and progress, view curated health information and more through Health Advocate's member platform.

HealthAdvocate.com/members











Activity	Points/Max.
Personal Health Profile (PHP)	100
Personal Pathfinder	10/40
Access the Health Advocate website or app quarterly	10/40
Engage with an Advocate	10/40
Preventive Care	25/100
Vaccinations	20/60
Health Screening	100
Tobacco (Certify Tobacco Free or Complete Pathway)	50
Embrace Your Path Group Coaching	100
Personal Pathways	50/100
Workshops	20/140
Embrace Your Path Challenges	40 each
Personal Challenges	5/20
Health Tracking	See page 3
Wellbeing Commitments	Varies
Learning Center	1/20
Referral Program	25/50
Telemedicine	
Registration	40
Visit	25
Mail Order Pharmacy	50
Embrace Your Path Activities and Events	Varies



Building better habits helps you make meaningful healthy changes

Track healthy habits and meet the recommended goals to earn points.

Be Well Trackers	Recommended Goal	Points
 Fruits and Vegetables	Boost your nutrition by eating 5 or more servings daily	1
 Water	Stay hydrated by drinking 8 glasses (64 ounces) of water daily	1
 Physical Activity <i>Combined tracker</i>	Stay on your feet by taking 10,000 or more steps daily Get fit by exercising for at least 150 minutes weekly	1 5
 Weight	Log your weight weekly	5
 Strength Training	Increase your strength by performing this activity 2 or more days weekly	5
 Sleep	Function your best by sleeping at least 7 hours each night	1
 Manage Stress	Perform one or more activities to relieve stress daily	1
 Meditation / Resilience	Perform one or more meditation or resilience activities daily	1

There are many other trackers available on the website for your use that are not incentive reward eligible.

Use trackers that help you with your personal goals.



866.695.8622

answers@HealthAdvocate.com

HealthAdvocate.com/members

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 **HealthAdvocate**SM



Frequently Asked Questions

Q. How do I register for the Health Advocate platform?

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/members or download the mobile app
2. Click on “Register Now”
3. Enter the required information, confirm your registration, then log in

Q: What can I do on the Health Advocate app?

A: The Health Advocate app has all of the same tools and resources available on the website in a mobile-friendly version. It makes it easier to get healthy on the go and interact with Health Advocate wherever you are and whenever you want!

Q: What if I am unable to fulfill a requirement of the reward program?

A: We are committed to helping you find your path to well-being and thrive. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate or Carmen Terry, Health and Wellness Coordinator, at 570.323.8561x1067 or at cterry@iu17.org if you have any questions regarding this program.

Q: What are some well-being goals Health Advocate supports?

A: We can help you with a wide range of goals that fall under the four learning pillars of Be Connected, Be Balanced, Be Well, and Be Successful. We'll also help you find your personal path to well-being, discover what is important to you, and support you every step of the way throughout your wellness journey.

Q. If I went to my doctor earlier in the year, can I earn points for my exam?

A: Visits occurring between August 1, 2024 - July 31, 2025 will qualify for points.

Q: Are my rewards taxable?

A: Due to IRS rules, rewards are considered taxable income. They will be included on your W-2 and are subject to applicable payroll taxes such as federal, state, Social Security and Medicare taxes.

Q: What other issues is Health Advocate able to assist me and my family with?

A: Health Advocate can help you and your family:

- Get answers to your insurance and claims questions and resolve billing issues
- Understand how your benefits work and clarify copays and deductibles
- Find the right in-network doctors, make appointments and transfer medical records
- Make informed decisions about medical conditions and diagnoses
- Find and explore the latest treatment options and arrange second opinions

Q: When is Health Advocate available?

A: Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Wellness coaching is available weekdays from 8 AM to 9 PM, ET. Staff is available for assistance after hours and on weekends.

Q: Will my information and interaction with Health Advocate remain private?

A: Yes. Your medical and personal information is kept strictly confidential. Our staff carefully follows protocols and complies with all government privacy standards.



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