



Welcome to **Live Your Whole Life**

2017 Overview

Revised October 1, 2016



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Trinity Health is coming together as a community to promote the value of living well in body, mind and spirit.

Trinity Health has partnered with RedBrick Health to provide state-of-the-art tools to support you in better understanding, maintaining and improving your health. Best of all, these resources are free as a part of our *Live Your Whole Life* initiative.

Wherever you want to focus, Trinity Health is committed to offering you meaningful choice activities that give you an incentive for working toward your healthy living goals.

At a glance

NOTE: There are now separate incentive amounts for colleagues and their covered eligible adults (if applicable). If both you and your spouse or eligible adult complete the activities, you will maintain the full incentive amount. If only one of you completes the activities, you will only maintain a one-person incentive amount.

Who is covered in medical plan?	Full Incentive	1-Person Incentive	No Incentive
Colleague	Current per-pay contribution for medical coverage	N/A	Per-pay contribution +\$15
Colleague and spouse/ eligible adult	Current per-pay contribution for medical coverage	Per-pay contribution +\$15	Per-pay contribution +\$30

Follow these steps to Live Your Whole Life and maintain a lower cost for your medical benefits while focusing on your health.

STEP 1

Register for your online account

With a few clicks, you'll have complete access to Live Your Whole Life. If you have questions, give us a call.

 mybenefits.trinity-health.org/lywl  855-491-8781 (toll free)

STEP 2

Period 1: October 1, 2016 to March 31, 2017

Earn 100 LifePoints by completing your health assessment for a snapshot of your health.

- The health assessment is a 15-minute questionnaire about your health to find your strengths and see where you can improve.

STEP 3

Period 2: April 1 to June 30, 2017

Earn 100 LifePoints by completing meaningful choice activities.

Meaningful choice activity options:

- Complete a call with a health coach — 50 LifePoints per call.
- Complete a stage in an online Journey — 25 LifePoints per stage.
- Use Track to log your daily well-being — 5 LifePoints daily.

Learn more about these options on pages 10-13.

If it is unreasonably difficult or medically inadvisable for you to attempt to participate in this program, contact RedBrick Health at 855-491-8781 (toll free) to discuss your options before the end of each period.

Live Your Whole Life

Dates	Action Needed	Who Needs to Take Action	Incentive	Timing
<p>Period 1: October 1, 2016, to March 31, 2017</p>	<p>Earn 100 Assessment LifePoints, page 8</p>	<p>Colleagues and their covered spouse/eligible adult*</p>	<p>Maintain your incentive of a lower cost for medical benefits.</p>	<p>If you don't complete this step, your incentive of a lower per pay cost for medical benefits will end beginning with the pay period that includes May 1, 2017.</p>
<p>Period 2: April 1 to June 30, 2017</p>	<p>Earn 100 Meaningful Choice LifePoints, page 10</p>	<p>Colleagues and their covered spouse/eligible adult*</p>	<p>Maintain your incentive of a lower cost for your medical benefits. <i>Note: You will need to complete your health assessment if you did not complete it in Period 1.</i></p>	<p>If you don't complete this step, your incentive of a lower per pay cost for medical benefits will end beginning with the pay period that includes August 1, 2017.</p>

* There are now separate incentive amounts for colleagues and their covered eligible adults (if applicable). If both you and your spouse or eligible adult complete the activities, you will maintain the full incentive amount. If only one of you completes the activities, you will only maintain a one-person incentive amount.



Period 1: Getting started

Earn 100 LifePoints by completing your Live Your Whole Life health assessment in Period 1 (October 1, 2016, to March 31, 2017). Those who complete the health assessment by March 31, 2017, will maintain a lower cost for medical benefits.

Don't delay—make the most of your time.

Start by going to mybenefits.trinity-health.org/lywl to register your online account. If you need help along the way, call **855-491-8781** (toll free).

Take the health assessment

When you provide your health information in this 15-minute questionnaire, you'll get recommendations developed just for you. You'll be able to see your results, and to measure the improvements you make to your health over time.

Log in to your account at mybenefits.trinity-health.org/lywl to review your options, or call **855-491-8781** (toll free) for help.

Complete your health assessment in Period 1 (October 1, 2016, to March 31, 2017).



Period 2: Earn 100 LifePoints by completing meaningful choice activities

We understand that what works best for you might not work best for everyone. That's why we offer a variety of options for you to choose from. Your goal in Period 2 is to earn 100 LifePoints by participating in meaningful choice activities.

Health coaching

Work one-on-one with a health expert

Journeys

Online programs your way, at your pace

Track

Log your daily well-being

If you did not take the assessment in Period 1, you will need to take it in Period 2. But if you did take the assessment in Period 1, you do not need to take it again. RedBrick Journeys® and RedBrick Track® are registered marks owned by RedBrick Health Corporation.



Health coaching

“I feel like we’re a team. I can’t applaud [my coach] enough ... She shares the joy of my success.”

— Mike W.

One-on-one expert guidance and support

With a personal coach, you'll have the benefit of working directly with a certified expert such as a registered dietitian, exercise physiologist or registered nurse, just to name a few.

Coaches will work with you over the phone during scheduled calls every couple of weeks to answer your health questions, provide support in overcoming obstacles, and help set small goals to work on between coaching sessions.

Earn 50 LifePoints for completing a coaching call during Period 2.



Journeys

“I was able to do my Journey my way, and it was so fun and easy—I started to see real change in my life.”

— Susan S.

Online programs with a personal twist

Try Journeys to help you be more active, stress less, eat healthier, lose weight and more. Journeys allow you to pick the healthy, inspiring steps that appeal to you, unlocking new levels of healthy habits as you go.

Choose from Journeys like *10 Minutes a Day to Stress Less*, *Stress to Energy Sampler*, *Smart Snacking*, *Fitness to Go* and dozens more—all available online or on your mobile device.

Earn 25 LifePoints by completing a stage in a Journey during Period 2.



Track

“The program let me stay on track with my goal, at my pace, on my time.”

— Omar Q.

Keeping you in balance

Good health isn't just about one thing. It's about balancing physical activity and eating well with things like quality sleep and finding ways to relax.

Track is a tool designed to help you build and reinforce these good habits in just a few minutes each day. You'll get ideas for healthy choices that can fit into your daily life, then you simply track the activities you complete each day.

You can automatically sync activities with your Track account using compatible devices, apps and programs such as Fitbit, Runkeeper, Fitbug, BodyMedia and Jawbone.

Earn 5 LifePoints for each day you track an activity during Period 2.

Your privacy is important to us and we protect your personal information. Want to know more? Read our privacy policy at home.RedBrickHealth.com/privacy.



Need help? We're here!



mybenefits.trinity-health.org/lywl



855-491-8781 (toll free)

Monday–Thursday, 8 a.m. to 11 p.m. ET

Friday, 8 a.m. to 8 p.m. ET

Saturday, 8 a.m. to 3 p.m. ET



LIVE YOUR
WHOLE LIFE

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Cohort 1

 **Trinity Health**
Livonia, MI

NOTICE REGARDING WELLNESS PROGRAM

The *Live Your Whole Life* Colleague Health Plan Well-Being Incentive Program (the “Well-Being Program”) is a voluntary wellness program available to all colleagues and their spouses/eligible adult dependents, if applicable, who are enrolled in a participating medical and prescription drug program (a “group health plan”) offered by the colleagues’ Trinity Health employer. The *Live Your Whole Life* Well-Being 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. If you choose to participate in the *Live Your Whole Life* Well-Being Program you will be asked to complete a voluntary health risk assessment or “HRA” that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). In addition, certain other activities that are intended to help colleagues improve their health or prevent disease (referred to as “meaningful choice activities”) are offered under the *Live Your Whole Life* Well-Being Program. You are not required to complete the HRA or participate in any of meaningful choice activities.

However, colleagues who are enrolled in a group health plan offered by their Trinity Health employer and who choose to complete a voluntary HRA and meaningful choice activities will receive an incentive of a lower per pay cost for the group health plan coverage. If a colleague’s spouse/eligible adult dependent, is also enrolled in the Trinity Health group health plan, the colleague will receive an additional incentive of lower per pay cost for the coverage if the spouse/eligible adult completes an HRA and meaningful choice activities. Although you are not required to complete the HRA or the meaningful choice activities, only colleagues (and their spouses/eligible adult dependents, if applicable) who do so will receive the incentive of a lower per pay cost for group health plan coverage throughout the plan year.

Additional incentives of up to \$500 may be available for colleagues and their spouses/eligible adult dependents, if applicable, who submit a claim for non-surgical weight loss reimbursement. If you (or your spouse/eligible adult dependent, if applicable) are unable to participate in any of the health-related activities required to earn an incentive, you (or your spouse/eligible adult dependent, if applicable) may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the *Live Your Whole Life* consumer support line (powered by RedBrick Health) at 855-491-8781.

The information from your HRA will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the *Live Your Whole Life* Well-Being Program, such as condition management, medical management, case management and health and well-being coaching. You also are encouraged to share your results or concerns with your own doctor.

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 Well-Being Program and Trinity Health may use aggregate information they collect to design a wellness program based on identified health risks in the workplace, the *Live Your Whole Life* program will never disclose any of your personal information either publicly or to your employer, except as described in the paragraph below, as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Well-Being Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Well-Being Program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

All Trinity Health group health plans provide care coordination, care management, utilization review and referral services to help manage the healthcare provided to covered members. By enrolling in a Trinity Health group health plan you understand that the plan will provide services to manage each covered member's care. These services may be provided through independent third-party administrators, a clinically integrated network of hospital, physicians and other health care providers and professionals ("CIN") and other healthcare providers. Your participation in a Trinity Health group health plan means that the persons contracted to provide these services will have access to your personal health information, including health information you disclose through an HRA or other Well-Being Program activities. Trinity Health facilities and healthcare providers and professionals affiliated with Trinity Health facilities participate in certain CINs. Information about your medical treatment at any facility and from any healthcare provider or professional may be accessed and used by individuals who work at a Trinity Health facility or provider (including your employer) participating in a CIN or the group health plan not only for treatment but also to manage and coordinate your healthcare.

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 Well-Being Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Well-Being Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Well-Being Program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) third-party administrators, members of a CIN and other healthcare providers and professionals such as registered nurses, doctors, case

managers, medical managers, health coaches, condition managers and the Well-Being Program administrator in order to provide you with services under the Well-Being Program.

In addition, all medical information obtained through the Well-Being Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Well-Being Program will be used in making any employment decision. Any access to, use or disclosure of your medical information obtained through the Well-Being Program will comply with the privacy and security regulations under the Health Insurance Portability and Accountability Act and any applicable state privacy and security laws. 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 Well-Being Program, we will notify you as soon as possible.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Well-Being 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 contact the *Live Your Whole Life* consumer support line (powered by RedBrick Health) at 855-491-8781.