

Wellness Program Frequently Asked Questions

❖ What is the 2019 Wellness Program incentive?

For 2019, the preferred benefit level for completing the Star Tribune wellness program is:

Single coverage: \$400 reduction in annual single deductible (Open Access Choice Plan) or additional \$300 company HSA contribution (Empower HSA Plan)*

Dependent coverages: \$800 reduction in annual family deductible (Open Access Choice Plan) or additional \$600 company HSA contribution (Empower HSA Plan)*

*Note: Company HSA contributions are not available to those on COBRA.

❖ What do I need to do during 2019 to complete the wellness program requirements?

To earn the wellness incentive for 2020, you need to do the following in 2019:

1. Take the HealthPartners online Health Assessment, preferably no later than April 30th so you have enough time to subsequently select and complete a wellness program option.
2. Complete a Star Tribune wellness program option by September 30, 2019.

❖ How do I take the Health Assessment? What if I miss the April 30th date?

We strongly encourage all participants to take the Health Assessment between January 16th and April 30th, so you can receive both the results of your assessment and wellness program suggestions from HealthPartners that relate to your health status with enough time to complete a wellness program option by September 30th. However, the assessment can be completed after April 30th.

Health Assessment Instructions:

1. Go to HealthPartners wellness site: <http://www.healthpartners.com/startribune>. You can use the link on the Wellness page on company website.
2. You will see a page with a "HealthPartners" logo at the top.
3. On this page, in the "myHealthPartners" box, enter your HealthPartners username and password. New members that do not yet have a HealthPartners account can register for an account under "signup for myHealthPartners.com" at the bottom of the box.
4. From your home page, click on "Health assessment and wellbeing activities" link under any of the tabs and start the Health Assessment!
5. If you are covering your spouse on the Star Tribune medical plan, he/she will also need to complete the above steps using his/her own user ID and password to log in. If your spouse or partner needs to register for an account, he/she should enter his/her own HealthPartners member ID number (found on the medical plan ID card) for the registration.

Paper copies of the Health Assessment are available to those who do not have access to a computer. If you have questions or need a paper copy of the Health Assessment, please call HealthPartners Product Support at 952-883-7800.

❖ **If I am covering my spouse in the medical plan, what does he/she need to do?**

He/she will need to do the same things that you will need to do by September 30, 2019:

1. Take the HealthPartners online Health Assessment.
2. Complete a Star Tribune wellness program option.

❖ **What are my wellness program options? What options does my spouse have?**

You and your spouse have the same program options. You must each pick an option. You can pick the same or different options.

Click on Wellness Program Options or log in to www.healthpartners.com/startribune for a complete list.

❖ **How do I sign up for a wellness program?**

For all options, you can sign up online at the HealthPartners website. Go to www.healthpartners.com/startribune. You can use the link on the Wellness page on the company website and enter the same user ID and password that you entered in order to take the Health Assessment. You can also call HealthPartners Health Promotion department at 952-883-7800 or 1-800-311-1052.

❖ **If I am newly hired or newly eligible for benefits in 2019, do I need to complete the wellness program by September 30 to earn the incentive for 2020?**

If you are first enrolled in benefits prior to July 1, 2019, you will need to complete the Star Tribune wellness program requirements in order to receive the incentive for 2020. You will need to complete the wellness program requirements by September 30, 2019, to earn the incentive for 2020.

If you are first enrolled in benefits on or after July 1, 2019, you will automatically receive the preferred benefit in 2019 and 2020. You will need to complete the program requirements by September 30, 2020 to receive the incentive in 2021.

❖ **What is the wellness incentive for 2020?**

The 2020 incentive has not yet been determined.

❖ **If I believe I am physically unable to complete the wellness program, can an exception be made for me?**

With the variety of options available, we believe most people will be able to complete a program option, even if they have a physical limitation. However, if you believe you cannot complete any of the program options, contact HealthPartners Product Support (1-800-311-1052) or by email at WellnessExemptions@HealthPartners.com. Preferably, contact HealthPartners by July 31st, 2019. This will help avoid missing the applicable time line to complete some of the programs. Discuss your concerns with the customer support representative. If (s)he agrees that you are unable to complete any program

option, an exemption will be made for you and you will still receive the incentive. Unless HealthPartners and/or Star Tribune benefits management agrees to an exemption, you will be expected to complete the program requirements in order to earn the incentive. **The exemption status is granted for the current plan year only.** You need to reapply for an exemption each plan year.

- ❖ **If I complete the Star Tribune wellness program requirements but my spouse does not, will I receive the incentive next year if I drop my spouse from the health plan in 2020?**

No. You and your covered spouse both need to complete the program in 2019 or you will not receive the incentive for the following year, even if you drop your spouse's coverage.

- ❖ **Do children over age 18, who are covered by the medical plan, also need to complete the Star Tribune wellness program?**

No. Only the employee and his/her spouse, if covered by the health plan, need to complete the wellness program.