

2012 FITNESS INCENTIVE PILOT PROGRAM FOR PSHMC HEALTH PLAN MEMBERS

The fitness incentive for Medical Center health plan member is changing. Currently health plan member are reimbursed if they attend a gym at least 100 times per calendar year. This program only engaged about 300 employees and there were instances reported of employees signing into their gym and leaving just to obtain 100 visits. Under the guidance of the Medical Center's Wellness Advisory Group, the program has been revised to promote healthier habits and wellness among Medical Center health plan members. Eligible participants must be covered under the Medical Center health plan. The new plan for calendar year 2012 allows each health plan member/spouse/partner, and dependents (age 12 and up) to attend a gym for three free consecutive months (ninety days) and promotes the following objectives:

- Remove barriers to participation in a fitness facility.
- Use the allocated funds to engage more health plan members.
- Encourage more persons to start a new, regular exercise routine.
- Encourage more members to continue their exercise routine by providing a benefit that will be utilized and valued.

HOW TO PARTICIPATE

The program begins on January 1, 2012 and covers membership dates from Jan. 1 – Dec. 31, 2012. The three months is defined as 90 days and must be used consecutively. The choice of facility is not limited to certain gyms. Qualifying facilities for the new plan have been expanded to include swimming, yoga, personal training, and martial arts studios. There are three options under the new program. Choose the one that works best for you:

Option #1: University Fitness Center at main Hershey campus

Existing* UFC member with payroll deduction:

- You do not need to make any changes to your membership if you have automatic payroll deduction. Your 3-month membership credit will arrive in a check from Highmark Blueshield to your home address by June 1, 2012.
- Health plan member must be employed through June 1, 2012 to receive the credit.
- You must verify with UFC that they have your 5 digit Lawson ID if you carry the insurance or your spouse's/partner's Lawson ID if he/she carries you on their insurance.

Existing* UFC member with direct pay:

- Pay your UFC membership as usual. Your 3-month membership credit will arrive in a check from Highmark Blueshield to your home address by June 1, 2012.
- Health plan member must be employed through June 1 to receive the credit.
- You must verify with UFC that they have your 5 digit Lawson ID if you carry the insurance or your spouse's/partner's Lawson ID if he/she carries you on their insurance.

New UFC member:

- Sign up and pay for whichever UFC plan best suits you (quarterly, semi-annual or annual).
- Your 3-month membership credit will arrive in a check from Highmark Blueshield to your home address after the 3-month mark has occurred, allowing 60 days to process.
- Health plan member must still be employed at the time the credit is due.

- You must verify with UFC that they have your 5 digit Lawson ID if you carry the insurance or your spouse's/partner's Lawson ID if he/she carries you on their insurance.

Option #2: In-Network Gym

The in-network gyms include those listed below. A detailed list of amenities and features may be can be accessed from Infonet Human Resources Benefits webpage here:

http://inonet.hmc.psu.edu/benefits/2008/wellness/2012_%20in_network_gyms.pdf

South Central PA facilities:

Platinum Fitness
 Paramount Sports
 Athletic Club of Hershey
 Snap Fitness (2 locations)
 Hershey Recreation Center
 Granada Avenue Gym
 Lower Paxton Friendship Center
 New York Fitness (3 locations)
 Gold's Gym (10 locations)

State College facilities:

Victory Sports and Fitness
 East Coast Health and Fitness
 Lionheart
 The North Club

Existing* member of an in-network gym:

- If you are already a member of an in-network gym, the facility will work directly with the Penn State Hershey Department of Human Resources to cover up to 3 months.
- Please note that if your gym conducts and automatic withdrawal for your membership fees you may need to complete a reimbursement form. The form may be obtained from the Blueprints for Wellness website at pennstatehershey.org/wellness or by contacting wellness@hmc.psu.edu. It will also be available on the Human Resources Infonet page under "Forms." The form will be available by February 29, 2012.
- To enroll in the benefit at an in-network gym you will need to show your employee ID and valid medical group coverage card from Highmark Blueshield. A confirmation period may be incurred to verify information with Penn State Hershey Department of Human Resources.
- Your 3-month membership credit will arrive in a check from Highmark Blueshield to your home address by June 1, 2012.
- Health plan member must be employed through June 1, 2012 to receive the credit.

New member of an in-network gym:

- If you are interested in joining an in-network gym, consult the list of in-network facilities. A detailed list of amenities and features may be can be accessed from Infonet Human Resources Benefits webpage here:
http://inonet.hmc.psu.edu/benefits/2008/wellness/2012_%20in_network_gyms.pdf
- At the time of sign up, indicate that you are a Penn State Hershey Medical Center employee. You will need to show your employee ID and valid medical group coverage card.
- A confirmation period *may* be incurred to verify information with Penn State Hershey Department of Human Resources.
- The fitness center will directly work with the Penn State Hershey Department of Human Resources to cover up to your first 3 months free as a new member.

Option #3: Out-of-Network Gym

- If you belong to or join an out-of-network gym (not the University Fitness Center or a facility included on the in-network list) you will need to complete a reimbursement form to receive credit for up to three months.
- A reimbursement will not be issued until the completion of the three month membership period.
- The form may be obtained from the Blueprints for Wellness website at pennstatehershey.org/wellness or by contacting wellness@hmc.psu.edu. It will also be available on the Human Resources Infonet page under "Forms." The form will be available by February 29, 2012.
- Your 3-month membership credit will arrive in a check from Highmark Blueshield to your home address after the 3-month mark has occurred, allowing 60 days to process.

REIMBURSEMENT AMOUNTS:

Please note the maximum reimbursement amounts for the 3 month (90 day) memberships. These apply to facilities in options #1, #2, and #3. Please note that different facilities have different definitions for joint and family memberships.

- Individual Membership- up to \$75 total
- Joint Membership- (health plan member and spouse/partner or dependent) – up to \$150 total
- Family membership [health plan member, spouse/partner, and or dependent(s)]- up to \$200 total

* Existing member is defined as being a current member as of January 1, 2012.

FAQs

Why was this change made?

Previously, health plan members were reimbursed if they attend a gym at least 100 times per calendar year. This program only engaged about 300 employees and there were instances reported of employees signing into their gym and leaving just to obtain 100 visits. Under the guidance of the Medical Center's Wellness Advisory Group, the program has been revised to promote healthier habits and wellness among Medical Center health plan members. The new plan for calendar year 2012 allows each employee/spouse/partner, and dependents (age 12 and up) to attend a gym for three free consecutive months (ninety days) and promotes the following objectives:

- Remove barriers to participation in a fitness facility.
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The redesigned program is intended to encourage more health plan members to engage in a healthy lifestyle. The new focus will benefit hopefully thousands of people rather than a few hundred as in past years. And it will allow the Medical Center to continue to work toward its ultimate goal of a healthy workforce.

Can my spouse/partner also receive this benefit?

Yes, a spouse/partner covered under the medical center group health plan is also eligible for this benefit.

Can my child receive this benefit?

Yes, any dependent age 12 and older covered under the medical center group health plan is eligible for this benefit. Note: minimum age requirements for children vary from gym to gym.

My gym is not on the in-network list. Can I still go and get my three month credit?

Yes, please see option #3. You will need to complete a reimbursement form to receive credit for up to three months.

Where is the reimbursement form? When will it be posted?

No reimbursements will be issued until the completion of the three month membership period. Therefore the earliest possible date to submit a completed form is March 30. To minimize confusion between forms, the 2012 reimbursement form will be published after the completion of the 2011 reimbursement process. The form will be available by February 29, 2012. The form may be obtained from the Blueprints for Wellness website at pennstatehershey.org/wellness. It will also be available on the Human Resources Benefits Infonet page under "Forms."

Why isn't my gym an in-network facility?

Some facilities were not able to participate as an in-network gym due to cost restraints, operational limitations, or logistic constraints. Every effort was made to include gyms in a variety of geographic locations and appealing to a variety of participants.

Do personal training studios count?

Yes. There are not personal training studios in-network. You will need to complete a reimbursement form to receive credit for up to three months.

Do martial arts studios count?

Yes. There are not martial arts studios in-network. You will need to complete a reimbursement form to receive credit for up to three months.

Does swimming count?

Yes, fitness swimming counts in lap pools and pools associated with fitness facilities. The benefit will not cover a summer membership to a pool for seasonal recreation purposes.

If any gym counts, why is there even a list of in-network facilities?

The in-network facilities have agreed to work directly with the Medical Center to administer the benefit. This arrangement should simplify the process for participants to participate in an in-network gym. Additionally, some of the in-networks gyms have negotiated a special membership rate beyond the three month trial period should a participant decide to join that facility.

Do I only have to exercise for 3 months/year to be healthy?

For the best benefits you should engage in physical activity several times per week throughout the year. For those new to exercise, the three month benefit is designed to help you get started with a new exercise routine and hope that you will continue the remainder of the year. For seasoned gym-goers this benefit is designed to support your regular active lifestyle in a way that is meaningful. All participants must attend the fitness facility at least once during the 3 months to receive credit.

Does this benefit expire?

Yes, this benefit expires December 31, 2012. You can sign up anytime during the year, however, to get your full three months benefit you will want to enroll by September 30, 2012.