Take Control of Your Health & Well-Being

ACCOUNTABLE HEALTH IMPROVEMENT PLAN
Our Partnership With ACEC Life/Health Trust
ACEC Life/Health Trust
Mission & Vision

Mission:
• To provide health care benefit solutions and services to support the business objectives of ACEC member firms and the health and well-being of the firms’ employees and families

Vision:
• To establish consulting engineering as the healthiest industry in the U.S.
Commitment to Wellness

[INSERT FIRM NAME] shares this commitment to providing you with resources that will support your health and wellbeing.

We have embedded a wellness credit of [$$] within your medical premium and are asking for your participation in the Accountable Health Improvement Plan (AHIP) to continue to maintain and improve the health and wellbeing of our firm.
Current Healthcare Landscape
A Growing Epidemic

Age-Adjusted Prevalence of Obesity Among U.S. Adults

<table>
<thead>
<tr>
<th>Year</th>
<th>1994</th>
<th>2000</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Data</td>
<td>&lt;14.0%</td>
<td>14.0%–17.9%</td>
<td>18.0%–21.9%</td>
</tr>
<tr>
<td>No Data</td>
<td>&lt;4.5%</td>
<td>4.5%–5.9%</td>
<td>6.0%–7.4%</td>
</tr>
</tbody>
</table>

Source: CDC
It Starts With You

The current healthcare system operates around treating disease instead of preventing illness. It’s important for you to be proactive and regularly monitor your health.

- Avoid illness
- Detect issues early on
- Minimize your health risks
- Minimize the cost associated with managing chronic conditions
37% of adults are at risk of developing diabetes and other chronic conditions and are not aware of it

Source: U.S. Ctr Disease Control & Prevention; Aug. 13, 2014, The Lancet Diabetes & Endocrinology
Metabolic Syndrome (MetS)

- Metabolic syndrome serves as a simple tool for identifying individuals at high risk for diabetes and other chronic conditions, particularly those who do not fall into traditional risk categories.

- It’s important to note that Metabolic Syndrome is not outwardly obvious and most people don’t know that they have it and are at risk of future chronic disease.

- If you have metabolic syndrome or any of its components, lifestyle changes can delay or even prevent the development of serious health problems.

Source: Mayo Clinic
Metabolic Syndrome Is the Key

- High Blood Sugar >100 (this condition, in and of itself, is an indicator)
- High Triglycerides > 150 mg / dL
- High Blood Pressure > 130 / 85
- High Body Mass Index (or BMI) > 30
- Low HDL (Known As “Good” Cholesterol) ≤ 40 for men, ≤ 50 for women

3 or more of these measures indicate Metabolic Syndrome
Metabolic Syndrome Implications

Lost Work Days: 2X
Medication Spend: 4X
Stroke: 2X
Diabetes: 7X
Heart Disease: 3X

3 or more of these measures indicate Metabolic Syndrome, causing…
Meet AHIP
Introducing the Accountable Health Improvement Plan (AHIP)

Designed to help you take control of and improve your health by:

1. Understanding your personal health status
2. Taking steps to make positive changes through customized programs
3. Being accountable for reaching your goals and earn up to $400 in incentives

Note: You must be enrolled in an ACEC Life/Health Trust medical plan to participate in AHIP
AHIP Components

To become compliant with AHIP and earn a $200 incentive:
1. Complete the Biometric Screening
2. Complete the Personal Health Assessment
3. If applicable, complete a Health Improvement Program

Optional: Complete Healthy Activities to earn up to an additional $200 rewards

All Provided at No Cost and 100% Confidential!
Accessing AHIP

Online

Search for “RedBrick Health” in app store or Google Play. Select “ACEC” as the provider.

https://designedwellness.redbrickhealth.com
The Trust, your employer, and your health insurance carrier do not have access to any individually identifiable medical information.

Only de-identified, aggregated data can be shared.

Administered by independent third parties.
Personal Health Assessment—All About You

Helps you identify your current health status and identify potential risks or issues

• 35 questions
• Questions change depending on your answers
• Takes just 15 minutes
• Results stored online in a secure personal account
Biometric Screening—Greater Insight

- Cholesterol
- Blood glucose (sugar) levels
- Triglycerides
- Blood pressure
- Body mass index (BMI)

15 min
Takes approximately 10-15 minutes
(On-site screening)

To prepare for a screening, we recommend fasting for 9 – 12 hours to produce the most accurate results.

If there is any medical reason why fasting is inadvisable, you can complete a screening without fasting. Please tell the screener that you have not fasted and indicate that on your screening form as well.
Biometric Screening—Greater Insight

Three ways to participate:

1. On-site screening
2. With your personal physician
3. Via LabCorp our Community Access Partner

- Your results will be completely confidential and uploaded to the secure web portal.
- If you feel your screening results are inaccurate, you can submit a physician form with alternative results from another provider.
Next Steps

Screening Results*

2 or fewer Risk Factors Out of Range

Earn $200

Earn up to an additional $200 by completing the Healthy Activities of your choice

3 Risk Factors OR Glucose Out of Range

Complete Health Improvement Program, Earn $200

*Your results will be completely confidential and uploaded to the secure web portal
Health Improvement Program Options

natural(y slim®

REDBRICK HEALTH®
Telephonic Health Coaching
# Health Improvement Program Options

<table>
<thead>
<tr>
<th>Naturally Slim</th>
<th>Telephonic Health Coaching</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purpose</strong></td>
<td></td>
</tr>
<tr>
<td>• Weight loss</td>
<td>• Set a customized health goal and outline specific measures to achieve the goal</td>
</tr>
<tr>
<td>• Metabolic syndrome reduction</td>
<td>• Small, steady, sustainable steps</td>
</tr>
<tr>
<td>• Change how you eat instead of what you eat</td>
<td></td>
</tr>
<tr>
<td><strong>Platform</strong></td>
<td></td>
</tr>
<tr>
<td>• Online</td>
<td>• Schedule sessions online and calls done on the phone</td>
</tr>
<tr>
<td>• One-hour weekly video lessons</td>
<td>• Live 1:1 coaching with a certified health coach</td>
</tr>
<tr>
<td>• Personalized instruction and support from a coach</td>
<td></td>
</tr>
<tr>
<td><strong>AHIP Requirement</strong></td>
<td></td>
</tr>
<tr>
<td>• Complete at least 8 weeks of video lessons</td>
<td>• Complete at least 6 coaching sessions</td>
</tr>
</tbody>
</table>

The programs are not outcome-based. Rather, they are participation-based. Even though you may not reach your goals, you’ll still meet AHIP’s requirements by participating!
Exception Request

If for any reason, it is medically inadvisable for you to participate in AHIP, you are entitled to request an exception from the program and be deemed compliant.

To request an exception confidentially, please reach out to Customer Service at (844-724-5268) and they will provide you with the applicable form.
Healthy Activities

You can earn an additional $200 incentive for completing Healthy Activities.

<table>
<thead>
<tr>
<th>Healthy Activity</th>
<th>Reward</th>
<th>Maximum Reward</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy or Improved Metrics</td>
<td>$25 for each measurement met (5 measurements)</td>
<td>$125 per year</td>
</tr>
<tr>
<td>Next Steps Consult</td>
<td>$50/one time call</td>
<td>$50 per year</td>
</tr>
<tr>
<td>Health Coaching*</td>
<td>$150/completing six calls</td>
<td>$150 per year</td>
</tr>
<tr>
<td>Naturally Slim*</td>
<td>$150/completing eight weeks</td>
<td>$150 per year</td>
</tr>
<tr>
<td>Health Challenges</td>
<td>$25/challenge</td>
<td>$50 per year</td>
</tr>
<tr>
<td>Track/Sync Physical Activity</td>
<td>$1/day</td>
<td>$100 per year</td>
</tr>
<tr>
<td>Health Journeys</td>
<td>$1/day</td>
<td>$100 per year</td>
</tr>
</tbody>
</table>

*These options are only available to individuals that are not required to complete a Health Improvement Program.
Incentive Redemption
Real Time Rewards

- Incentive dollars earned can be redeemed at any time through your AHIP account.
- Select from a variety of e-gift cards and charitable donations.
- E-Gift cards can be used immediately online or printed and used at a retail store, if applicable.
- Taxes apply on redeemed rewards.
Next Steps
If you complete all requirements and are compliant, you will maintain your current medical premium with the wellness credit.

If you are not compliant, you will be charged $XX per month for 6 months starting on October 1 (or other start date).
Next Steps

1. Register an account at https://designedwellness.redbrickhealth.com. If you have registered previously, continue logging in with the same username and password.

2. Complete a Biometric Screening [INSERT DEADLINE]

3. Complete your Personal Health Assessment from January 1, 2019 to August 31, 2019

3a. If required, complete a Health Improvement Program [INSERT DEADLINE]

Optional: Complete any combination of Healthy Activities to earn up to an additional $200 [INSERT DEADLINE]
Questions?
Thank You.