

## Wellness Programs

# Bringing ONSITE HEALTH & WELLNESS to the workplace

Understanding health risks is the first step toward healthier employees and a healthier bottom line. That's why Cigna offers its onsite health and wellness resources to all new and renewing Cigna clients with fewer than 250 employees<sup>2</sup> as part of your company's health plan.

### Did you know?

- 86% of Americans will be obese by 2030<sup>3</sup>
- 32% of parents report extreme stress levels<sup>4</sup>
- 1 in 3 Americans gets less than 7 hours sleep, affecting concentration and general health<sup>5</sup>
- An estimated 23.5 million Americans have diabetes – and 5.3 million more are undiagnosed<sup>6</sup>

Did you know that 50%-70% of all diseases are associated with modifiable health risks and are therefore preventable?<sup>7</sup> So helping people stay healthy and avoid illness makes good business sense. Offering onsite wellness programs is one of the most convenient, effective ways a company can help employees understand their health risks and make better choices about their lifestyles. That's the key to lasting behavior change and better health – and the best way to achieve long-term sustainable savings.

### Employer benefits

- Onsite biometric screening services,\* provided in partnership with Summit Health, are available to all your employees (not just those enrolled in a Cigna medical plan) and their spouses and dependents over 18 years.
- Biometrics coupled with a Health Assessment campaign can provide valuable insight into the health status of your employee population.
- Consultative reporting identifies company-wide health improvement opportunities, including recommendations to maintain or improve the health risks identified through biometric screenings and/or health assessments.

### Employee benefits

- Onsite biometric screening services provide each participant with an individualized health report immediately following their screening.
- Participants' results are discussed during a one-on-one coaching session with a credentialed health care professional.
- Further education and information can help employees take immediate steps to improve their health.

**GO YOU**<sup>SM</sup>



## How does it work?

Cigna's biometric screening package provided in collaboration with Summit Health combines a comprehensive health screening and personalized health coaching to help participants take actions to improve their health and, ultimately, reduce overall medical costs – and it's all included as part of your company's health plan.

Cigna's biometric screening packages include:

- **Single station screening model** – The complete screening and results coaching is conducted at one station with the same health professional for increased patient satisfaction.
- **Finger-stick blood draw** – This quick, relatively painless method of blood draw allows for immediate results analysis.
- **Results coaching and medical recommendations** – A health coach reviews the participant's results, explains where they fall in health/at-risk range and national standards, and identifies steps they can take to improve their scores.

### Standard screening

This package includes screens for healthy HDL cholesterol and total cholesterol. Fasting is not required.

- Total cholesterol + HDL + TC/HDL risk ratio
  - High-density lipoprotein (HDL) – “good cholesterol”
  - TC/HDL coronary risk ratio
- Glucose measurement
- Blood pressure measurement
- Weight measurement
- Height measurement
- Waist circumference
- Body mass index (BMI)

### Expanded screening

This package offers a comprehensive picture of your population's health risk, allowing for the most accurate recommendations. Fasting (9-12 hours) is required because this package includes a comprehensive lipid profile with complete breakdown of cholesterol.

- Total cholesterol + comprehensive lipid profile
  - High-density lipoprotein (HDL) – “good cholesterol”
  - Low-density lipoprotein (LDL) – “bad cholesterol”
  - Triglycerides
  - TC/HDL coronary risk ratio
- Glucose measurement
- Blood pressure measurement
- Weight measurement
- Height measurement
- Waist circumference
- BMI

## Additional screening options

### Vouchers

For small locations or remote workers: employers are provided with lab vouchers for participants to take to an affiliated laboratory where their biometric screening is performed. A Participant Results Brochure is mailed back once processing is complete.

### Marketing/communications

Effective communication is essential for the success of any health screening event. Included with each screening package, Cigna provides event promotion materials that are easy to use and customize (such as posters, flyers and ecards).

### Online scheduling

An easy, online process helps employee participation and improves event efficiency.

Use the tool to:

- Manage your event dates, times and locations
- Create a custom link to allow employees to electronically register for the screening
- Change or cancel appointments
- Send automated email confirmations and reminders
- Get real-time event scheduling results reporting to track online registration

For those unable to utilize online scheduling, an 800 number is also provided.



## Reports

Cigna, in collaboration with Summit Health, provides a broad array of reports to help you understand the health status of your workforce. With this information, you can set realistic goals and create wellness initiatives that are suited to your company and employee needs. With appropriate privacy protections in place, Cigna offers:

- **Participant Results Brochure** – This brief summary describes the screening test and documents the screening results. The report is standard for all events.
- **Client Aggregate Report** – All clients receive a thorough summary report of screening results, including a breakdown by location, delivered with recommendations for how to improve and maintain workforce health. It includes multi-year comparison data for clients who repeat screenings.
- **Event Participant List** – A list of participants, names only, that may be used for tracking and incentive purposes. (Provided by request).
- **Participant Data Feed** – For health-plan administration purposes, you can also request more detailed results for an additional charge.

## Important things to note

- To schedule an onsite biometric screening event, there must be a minimum of 15 participants at each location.
- Vouchers are available for companies who want to provide screening services to fewer than 15 participants.
- When scheduling a screening event, there will be a six-week lead-time period.
- If you cancel the scheduled event within 10 business days, or less, you will be responsible for paying the greater of 50% of the estimated event fees or the full minimum clinic fee (if less than 30 participants).
- Events must be scheduled within standard hours: Monday through Friday, 7:00am–7:00pm, holidays excluded.

## Next steps

After you've received your participants' health status results from the biometric screening, take advantage of the additional onsite services Cigna offers by scheduling an onsite seminar, or seminar + hourly coaching session, where your employees can benefit from targeted education on the health topics that impact them most. These services are also provided at no additional cost as part of your health plan!

- Onsite wellness seminars (valued at \$325) on over 65+ health topics!
- Onsite wellness seminar + onsite face-to-face coaching (3 hours valued at \$625).

1. In some markets to employers with as few as 25 employees. By state law, clients in New York, North Carolina, Oregon, Tennessee and Vermont must have 51 employees to participate.
2. Cigna offers group insurance coverage to employers with 51–250 employees, as well as administrative services for self-funded plans. In most states, Cigna administers self-insured plans for employers with as few as 25 employees. In New Hampshire, New York, North Carolina, Oregon and Utah, Cigna offers self-funded plans only for employers with more than 50 employees.
3. Wang Y, Beydoun MA, Liang L, et al. Will all Americans become overweight or obese? Estimating the progression and costs of the U.S. obesity epidemic. *Obesity* 2008 Oct; 16(10):2323-30.
4. American Psychological Association, Stress in America online survey. Harris Interactive, August 2010.
5. U.S. Centers for Disease Control and Prevention, Morbidity and Mortality Weekly Report, March 7, 2011.
6. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Diabetes Fact Sheet: United States, 2007.
7. Whitmer, R.W. et al. Editorial: A Wake-Up Call for Corporate America. *JOEM* 2003; 45 (9): 916-925.

**For more information, contact your Cigna sales representative.**



\*Biometric screenings are independently administered by Summit Health, Inc. in collaboration with Cigna.

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