



# WELLNESS PROGRAM

Ancon Construction partners with Beacon Health to encourage our employees to pursue and maintain healthier lifestyles.

The Ancon Wellness Program consists of two parts, each with its own incentive. Below is how to qualify for each part.

## PART 1: HEALTH SCREENING & FOLLOW-UP APPOINTMENT WITH BEACON HEALTH

- 1. Get a free fasting blood draw in June** (Ancon Office or at a Beacon Health Clinic)  
Also complete the online health assessment via Asset Health. **Deadline: June 30.**
- 2. Attend a one-on-one follow-up appointment with Beacon Health nurse in July** (Ancon Office)  
Review results of your blood draw and build your personal wellness plan.

**Incentive:** Reduced premiums for the full year (July 1– June 30):

Employee Only --\$35/week	Employee +child(ren) --\$60/week	Employee +spouse --\$75/week	Family --\$80/week
------------------------------	--	------------------------------------	-----------------------

*If part 1 is not completed, premiums are increased 15% from the reduced rates shown above.*

## PART 2: MEET GOALS & SEE YOUR DOCTOR

- 1. Hit measurable health targets from your blood draw screening results**  
Blood pressure: <130/90 · Cholesterol ratio (LDL to HDL): <5.0 · A1C: <6.5 (or <7.0 for diabetics)
- 2. Visit your doctor, share blood draw results, get tracking form signed, and return form to Beacon Health.** Deadline: October 31

**Incentive:** Wellness bonus — up to \$520 (employee) and \$260 (insured spouse).

Blood Pressure (20%) < 130/90	Cholesterol Ratio (20%) < 5.0	A1C (20%) < 6.5 (or <7.0/diabetics)	Doctor Visit/Tracking Form Returned (40%)
-------------------------------------	-------------------------------------	---	---

*To determine your bonus, take your total % of goals met and multiply it by \$520 (employee) or \$260 (insured spouse).*

## The Wellness Program in a nutshell:

Complete a health screening and follow-up (Part 1) to maintain your reduced premiums and meet health targets plus a doctor visit (Part 2) to earn up to \$520 or \$780 with insured spouse participation in bonus pay. Use the above calculation to see your estimated wellness bonus based on the goals you achieved in the health screening.

## Wellness Program Notes:

- Employees and spouses may participate in the screenings at **no cost**. (*Participation is optional for insured spouses and uninsured employees.*)
- Screening results are confidential. Beacon Health keeps track of your participation and determines if you meet the health target goals.
- If you miss the screening at the Ancon office, you can go to a Beacon Health clinic to get your blood drawn. Ancon will provide a screening authorization form. Screening must be completed by **June 30**.
- Health insurance premium rates apply for the *full* Wellness Program Year: July 1 – June 30. The next opportunity to participate in the wellness program and qualify for reduced rates will be July of the following year.
- New hires after June screenings get a free year of reduced premiums, then must enroll the following year.
- **Employees must be actively insured on Ancon's health insurance policy and employed by Ancon at the end of the Wellness Program Year (June 30) to qualify for the incentive wellness bonus.** Insured employees who terminate employment before the end of the Wellness Program year are not eligible for the incentive payment. *No pro-rated payments for mid-year exits.*
- **Non-insured participants are not eligible for incentive payments.**
- The wellness bonus is paid after the end of the program year for the previous year's participation.