



COUNTY OF KENDALL, ILLINOIS
ADMIN HR COMMITTEE
County Office Building
County Board Room 210
Wednesday, January 16, 2019 at 5:30p.m.

MEETING AGENDA

- 1. Call to Order**
- 2. Roll Call:** Elizabeth Flowers (Chair), Judy Gilmour, Scott Gryder, Matthew Prochaska, Robyn Vickers
- 3. Approval of Agenda**
- 4. Approval of Minutes from January 7, 2019**
- 5. Department Head and Elected Official Reports**
- 6. Public Comment**
- 7. Committee Business**
 - *Discussion of 2020 Wellness Program – The Horton Group*
 - *Discussion on ERP Capital Project Solution Kendall County – Matt Kinsey*
 - *Review of Employee Handbook Updates*
- 8. Executive Session**
- 9. Items for Committee of the Whole**
- 10. Action Items for County Board**
- 11. Adjournment**

If special accommodations or arrangements are needed to attend this County meeting, please contact the Administration Office at 630-553-4171, a minimum of 24-hours prior to the meeting time

COUNTY OF KENDALL, ILLINOIS
ADMIN HR MEETING
County Office Building
111 W. Fox Street, Room 210; Yorkville
Monday, January 7, 2019

CALL TO ORDER - Committee Chair Elizabeth Flowers called the meeting to order at 5:38p.m.

ROLL CALL

Attendee	Status	Arrived	Left Meeting
Elizabeth Flowers	Present		
Judy Gilmour		5:20p.m.	
Scott Gryder	ABSENT		
Matthew Prochaska	Here		
Robyn Vickers	Here		6:35p.m.

Others in Attendance: Bob Jones, Scott Koeppel

APPROVAL OF AGENDA – Motion made by Member Prochaska, second by Member Vickers to approve the agenda. With three members voting aye, the agenda was approved by a 3-0 vote.

APPROVAL OF MINUTES – Motion made by Member Prochaska, second by Member Vickers to approve the December 19, 2018 minutes with one correction – correct the spelling of Elizabeth Flowers last name in the Call to Order section. With three members voting aye, the minutes were approved with the correction by a 3-0 vote.

DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS

Treasurer's Office – Bob Jones reported that the funds for the H.S.A. accounts was deposited on January 3, 2019.

Administration Department – Scott Koeppel briefed the committee on a Kendall Area Transit bus loaned to the Kendall County Sheriff's Office for the transport of an inmate to/from court, appointments, etc. After meeting with the Kendall Area Transit Director and a representative from IDOT, it was determined that Kendall Area Transit would be able to sign that vehicle over to the Sheriff's Office permanently with the assistance of IDOT.

PUBLIC COMMENT - None

COMMITTEE BUSINESS

- *Discussion and Review of Kendall County Employee Handbook* – Mr. Koeppel presented the first three sections of the proposed changes to the Employee Handbook.

Proposed changes accepted by the committee for Section 1 include:

- 1.4 A. Full-time employee classification hours to remain at a minimum of thirty-four (34) hours per week
- 1.4 B. Six-month probationary period for new employees to remain
- 1.4 C. Part-time employees to continue earning sick/personal time earned proportionate to the anticipated number of hours worked per month
- 1.4 D. Add section pertaining to volunteers

Proposed changes accepted by the committee for Section 2 include:

- 2.1 C. i. 3. The committee asked that the following be added to the Complaints section:
 - a. Employees wishing to file a complaint against County Board Members or Elected Officials should contact the State's Attorney's Office
 - b. Employees wishing to file a complaint against the County Administrator should contact the County Board Chair or County Board Vice Chair
 - c. Employees wishing to file a complaint against another employee should contact their Immediate Supervisor, their Elected Official, their Department Head, or the County Administrator
- 2.2, paragraph 4 Employees should direct any request for accommodation to Immediate Supervisor or County Administrator
- 2.7, paragraph 3 add or to the County Risk and Compliance Coordinator
- 2.8, paragraph 2 **add after the last sentence**
 - a. Employees wishing to file a workplace violence complaint against County Board Members or Elected Officials should contact the State's Attorney's Office
 - b. Employees wishing to file a workplace violence complaint against the County Administrator should contact the County Board Chair or County Board Vice Chair
 - c. Employees wishing to file a workplace violence complaint against another employee should contact their Immediate Supervisor, their Elected Official, their Department Head, or the County Administrator
- 2.10 Mr. Koeppel was asked to consult with the State's Attorney's Office to clarify procedures, timing, random testing, reasonable suspicion, personnel subject to drug testing, etc.
- 2.10, B.11 **add as one of the designated Employee Representatives**
The County Risk and Compliance Coordinator
- 2.10, D.3 ***Scott Koeppel to compile list of jobs pre-employment testing would apply to***
- 2.10, D.4 ***Scott Koeppel to explore options and who will oversee testing***
- 2.10, D.8 ***Scott Koeppel to consult with Sheriff Baird on authorized representatives to conduct searches, etc.***

- 2.10, F. *Scott Koepfel to research providers, procedures, and clarify procedure if an applicant or employee fails the initial drug test*
- 2.14 No change to limited personal usage
- 2.14, A. *Scott Koepfel to discuss with Technology Director and Facilities Director*
- 2.16 No change to limited personal usage
- 2.19, D. Employees wishing to file complaints regarding suspected unethical or illegal conduct should do so in writing to their Immediate Supervisor, Elected Official, Department Head, the County Administrator, the County Board Chairperson, or the County Board Vice Chairperson

There was consensus by the committee to continue review of the Employee Handbook beginning with Section 3 at the February 4, 2019 meeting.

EXECUTIVE SESSION – Not needed

ITEMS FOR COMMITTEE OF THE WHOLE – None

ACTION ITEMS FOR COUNTY BOARD - None

ADJOURNMENT – Member Prochaska made a motion to adjourn the meeting, second by Member Gilmour. With three members voting aye, the meeting was adjourned at 6:48p.m.

Respectfully Submitted,

Valarie McClain
Administrative Assistant and Recording Secretary

MONTHLY BENEFITS SUMMARY REPORT

December FY 19

Retirees/COBRA (12/1/18 - 11/30/19) (42 Retirees / 2 COBRA)			
Vision	Family	7	\$215.34
Vision	Single	7	\$169.02
Medical	Family	2	\$1,507.03
Medical	Single	8	\$3,344.45
Dental	Family	31	\$2,227.20
Dental	Single	13	\$2,024.72
TOTAL		68	\$9,487.76

Full Time New Hires/Terminations (12/1/18 -11/30/19)				
DEPARTMENT	New Hires		Resignations/Terms	
	YTD	Current Month	YTD	Current Month
Administration				
Animal Contr				
Circuit Clerk				
Coroner				
County Clerk				
Facilities				
Forest Pres				
Health Dept.				
HWY				
KenCom				
PBZ				
Probation				
Public Defender				
Sheriff			1	1
State's Att				
Technology				
VAC				
Totals				

BENEFITWALLET HSA FUNDING	
Month	Deposit
December	516,000
January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
Total	\$ 516,000

UNEMPLOYMENT CHARGES 2019	
1st Quarter	
2nd Quarter	
3rd Quarter	
4th Quarter	
TOTAL	

MONTHLY MEDICAL INSURANCE REPORT

December FY 19

	Non-Union	Union	<u>Total Enrolled</u>				Annual Plan Cost
			<u>Dec-17</u>	<u>Jan-18</u>	<u>Dec-18</u>	<u>Jan-19</u>	
HMO EE	19	16	52	37	39	35	\$6,510.58
HMO FAM	7	13	33	22	21	20	\$12,297.48
H.S.A. \$1500 EE	61	42	96	111	114	103	\$9,794.18 *
H.S.A. \$1500 FAM	46	61	102	114	101	107	\$18,666.61 *
H.S.A. \$2800 EE	2	2	6	6	6	4	\$8,991.53 *
H.S.A. \$2800 FAM	7	3	3	0	0	10	\$17,150.72 *
Total Enrolled	142	137	292	290	281	279	

Dental EE	163
Dental Family	205

Total Enrolled 368

NOTES:

- 1) Premiums and headcount paid as of monthly report date
- * 2) Includes Employer HSA contribution *
- 3) 2017 and 2018 H.S.A. \$2800 are old PPO plan numbers

FY 19 MONTHLY MEDICAL INSURANCE INVOICES

0102-027-0617

	December	January	February	March	April	May	June	July	August	September	October	November	Totals
BCBS Medical Premium	365324												\$355,324
Met Life Dental Premium	0												\$0
Met Life Life Premium	0												\$0
Health Savings Account	516000												\$516,000
Insurance Refunds	0												\$0
HRA Admin Fee	0												\$0
FSA Admin Fee	0												\$4
TOTALS	\$871,408	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$871,408

(BUDGETED: \$5,270,000) 16.5% of budget

FY 18 MONTHLY MEDICAL INSURANCE INVOICES

0102-027-0617

	12/31/2017	1/31/2018	2/28/2018	3/31/2018	4/30/2018	5/31/2018	6/30/2018	7/31/2018	8/31/2018	9/30/2018	10/31/2018	11/30/2018	Totals
UHC Medical Premium	0	742816	366283	356682	347181	356265	366182	362562	372662	363407	366936	36725	\$4,356,865
UHC Dental Premium	0	64544	26865	27327	27145	27734	27607	27412	27691	27658	26978	27485	\$328,755
UHC Life Premium	0	0	1678	569	564	561	568	1133	1133	660	563	563	\$6,746
Health Savings Account	495000	10500	3625	0	0	0	4125	625	1250	750	375	750	\$517,000
Insurance Refunds	0	0	0	0	0	0	0	0	0	0	0	0	\$0
HRA Admin Fee	83	83	165	83	188	186	185	0	0	0	0	168	\$578
FSA Admin Fee	170	0	188	378	188	0	303	0	0	0	0	84	\$1,568
TOTALS	\$495,252	\$807,854	\$386,782	\$387,109	\$375,160	\$387,558	\$388,040	\$402,935	\$382,575	\$387,017	\$387,617	\$5,211,609	

(BUDGETED: \$5,502,000) 94.72% of Budget

FY 17 MONTHLY MEDICAL INSURANCE INVOICES

0102-027-0617

	12/31/2016	1/31/2017	2/28/2017	3/31/2017	4/30/2017	5/31/2017	6/30/2017	7/31/2017	8/31/2017	9/30/2017	10/31/2017	11/30/2017	Totals
UHC Medical Premium	350000	368448	348172	347889	346895	355552	357964	356964	355637	353212	365533	368453	\$4,289,420
BCBS Final Invoice	0	0	0	0	0	0	0	0	0	0	0	0	\$0
Lincoln Life Dental Premium	25384	25884	27025	24382	26187	25768	25670	25642	25579	25525	25884	25604	\$308,783
Lincoln Life Life Premium	782	840	616	725	672	734	723	727	718	732	726	726	\$8,721
Health Savings Account	443800	1750	4375	0	0	1750	0	3825	2000	875	0	250	\$458,425
Insurance Refunds	0	0	0	0	0	0	0	0	0	0	0	0	\$0
HRA Admin Fee	271	83	83	142	684	83	83	1439	1439	83	83	83	\$2,446
FSA Admin Fee	311	0	323	162	0	339	170	170	170	170	170	170	\$2,183
TOTALS	\$829,656	\$395,406	\$383,793	\$373,028	\$374,080	\$384,840	\$384,639	\$388,800	\$385,625	\$380,561	\$382,412	\$383,285	\$5,047,957

(BUDGETED: \$5,106,257) 88.84% of Budget

FY 16 MONTHLY MEDICAL INSURANCE INVOICES

0102-027-0617

	12/31/2015	1/31/2016	2/28/2016	3/31/2016	4/30/2016	5/31/2016	6/30/2016	7/31/2016	8/31/2016	9/30/2016	10/31/2016	11/30/2016	Totals
BlueCross Medical Premium	347864	338181	344322	347589	342657	342748	342333	342917	333821	335256	338151	341085	\$4,058,986
Lincoln Life Dental Premium	23476	24182	23782	23821	23806	23580	23580	23721	23040	23390	23196	23365	\$283,618
Lincoln Life Life Premium	726	732	725	727	725	716	723	723	708	714	708	713	\$8,637
Health Savings Account	343500	0	0	0	10000	0	0	0	0	0	0	0	\$353,500
Insurance Refunds	148	148	148	148	148	148	148	148	148	148	148	148	\$1,834
FSA Admin Fee	148	0	0	0	0	0	0	0	0	0	0	0	\$0
TOTALS	\$715,805	\$384,251	\$389,387	\$372,256	\$379,347	\$379,435	\$386,765	\$387,618	\$357,833	\$359,458	\$362,211	\$368,318	\$4,747,584

(BUDGETED: \$5,063,813) 93.8% of Budget

MONTHLY ADMINISTRATION / HR SUMMARY REPORT

December 31, 2018

W.C. Claims Expense (12/1/18 - 11/30/19)					
	2015-16 Policy	2016-17 Policy	2017-18 Policy	2018-19 Policy	Total Claims
December	\$ 228	\$ 1,987	\$ 2,164		\$ 4,378
January					0
February					0
March					0
April					0
May					0
June					0
July					0
August					0
September					0
October					0
November					0
Total Claims Expense	\$ 228	\$ 1,987	\$ 2,164	\$ -	\$ 4,378

PEDA Payments (Included in Total Claims Expense)

PEDA Reimbursements YTD \$ -

W.C. Annual Premium

W.C. Premium \$ 131,080 \$ 139,096 \$ 171,411 \$ 175,442

Self Insured Retention (SIR)

Self insured Amount \$ 250,000 \$ 250,000 \$ 250,000 \$ 250,000

No. of claims >\$250k	0	0	0	0
No. of claims >\$100k & <\$250k	0	2	0	0
No. of claims <\$100k	40	42	20	2
Total claims paid	40	44	20	2

W.C. Claims

	2015-16 Policy	2016-17 Policy	2017-18 Policy	2018-19 Policy
W.C. Claims paid prior year	\$ 308,024	\$ 561,659	\$ 13,091	\$ -
W.C. Claims paid current year	228	1,987	2,164	-
Total claims paid	\$ 308,252	\$ 563,646	\$ 15,255	\$ -

Workers' Comp. Claims	Policy Year			
	2015-16 Policy	2016-17 Policy	2017-18 Policy	2018-19 Policy
	Prior Year Total	Prior Year Total	Prior Year Total	DEC
Administration	1			
Animal Control	6	1	4	
Circuit Clerk	1	1	1	1
Coroner				
County Clerk	1	2		
Facilities				
Forest Preserve	3	2		
Health Dept.	3	2	2	
Highway	1	2	1	
Judiciary				
PBZ				
Probation	1			
Public Defender				
Sheriff - Corrections	5	18	2	1
Sheriff - Patrol	16	16	10	
State's Attorney	2	2		
Technology				
VAC				
Totals	40	46	20	2

**Illinois Counties Risk Management Trust
Claims Analysis
1/1/2019**

Worker's Compensation

FY19 - Current Year's Total Claims

Incident Date	Department/Office	Status	Paid	Missed > 3 Days Work	Returned to Work
12/9/2018	Corrections	open		N	Y

Total FY19 Claims Paid To Date \$ -

Worker's Compensation

Prior Years' Active Claims

Incident Date	Department/Office	Status	Paid	Missed > 3 Days Work	Returned to Work
2011-12 Policy					
6/30/2012	Forest Preserve	re-opened	185,144	Y	Terminated
			185,144		
2015-16 Policy					
4/12/2016	Sheriff	open	91,098	Y	Y
9/13/2016	Sheriff	open	98,680	Y	Y
			189,778		
2016-17 Policy					
2/28/2017	Corrections	open	28,673	Y	Y
10/26/2017	Corrections	open	155,463	Y	Y
4/19/2017	Sheriff	open	86,269	Y	Y
11/21/2017	Sheriff	open	115,192	Y	Y
			385,597		
2017-18 Policy					
12/12/2017	Corrections	open	1,932	Y	Y
11/18/2018	Sheriff	open	1,576	N	Y
11/1/2018	Corrections	open	588	N	Y
			4,096		

Total Prior Year's Active Claims \$ 764,615

**Illinois Counties Risk Management Trust
Claims Analysis
1/1/2019**

Property & Casualty

FY19 - Auto PC

Incident Date	Department/Office	Status	Paid	Coverage Type
1				Auto PD - Collision

Total FY19 Auto Claims \$ -

FY19 - General Liability

Incident Date	Department/Office	Status	Paid	Coverage Type
1				

Total FY19 General Liability Claims \$ -

Prior Years'- General Liability

Incident Date	Department/Office	Status	Paid	Coverage Type	
2013-14 Policy					
1	5/15/2014	Sheriff	open	\$ 535,463	Errors & Omissions
				535,463	
2015-16 Policy					
2	8/9/2016	Sheriff	open	12,728	Law Enforcement Liability
3	11/4/2016	Sheriff	open	7,831	Law Enforcement Liability
				20,559	
2016-17 Policy					
4	9/23/2014	Various	open	8,560	General Liability
				8,560	

Total Prior Year's General Liability Claims \$ 564,582

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- iasWorld® (Appraisal & Tax)
- ExecuTime™ (Workforce Management)
- Odyssey® (Courts & Justice)
- Eagle™ (Records & Documents)
- Tyler Pulse™ (Data Analytics)
- EnerGov™ (Planning, Regulatory & Maintenance)
- Document Pro™ (Records & Documents)

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- Schoolmaster® (Student Information)
- Traversa® (Student Transportation)
- Versatrans® (Student Transportation)
- Tyler Pulse (Data Analytics)
- ExecuTime (Workforce Management)
- Munis (ERP | Financials)
- New World (ERP)
- Incode (ERP | Financials)
- Infinite Visions® (ERP | Financials)



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Quoted By: Gary Dube
 Quote Expiration: 12/31/2018
 Quote Name: County of Kendall-ERP-Munis
 Quote Number: 2018-53453
 Quote Description: Preliminary Investment Summary - OnPrem

Sales Quotation For
 Kendall County
 111 W Fox Rd
 Yorkville, IL 60560-1621
 Phone +1 (815) 475-4104

Tyler Software and Related Services

Description	License	Impl. Hours	Impl. Cost	Data Conversion	Module Total	Year One Maintenance
Financials:						
Accounting/GL	\$53,550.00	96	\$16,800.00	\$10,600.00	\$80,950.00	\$9,639.00
Accounts Payable	\$14,900.00	32	\$5,600.00	\$0.00	\$20,500.00	\$2,682.00
Budgeting	\$14,900.00	32	\$5,600.00	\$0.00	\$20,500.00	\$2,682.00
Capital Assets	\$12,300.00	40	\$7,000.00	\$3,000.00	\$22,300.00	\$2,214.00
Cash Management	\$10,250.00	32	\$5,600.00	\$0.00	\$15,850.00	\$1,845.00
Project & Grant Accounting	\$10,250.00	32	\$5,600.00	\$0.00	\$15,850.00	\$1,845.00
Purchasing	\$22,550.00	80	\$14,000.00	\$0.00	\$36,550.00	\$4,059.00
Human Capital Management:						
ExecuTime Advanced Scheduling	\$7,225.00	48	\$8,400.00	\$0.00	\$15,625.00	\$1,445.00
ExecuTime Advanced Scheduling Mobile Access	\$3,975.00	0	\$0.00	\$0.00	\$3,975.00	\$795.00
ExecuTime Time & Attendance	\$12,200.00	80	\$14,000.00	\$0.00	\$26,200.00	\$2,440.00
ExecuTime Time & Attendance Mobile Access	\$5,075.00	0	\$0.00	\$0.00	\$5,075.00	\$1,015.00
Human Resources & Talent Management	\$13,200.00	56	\$9,800.00	\$0.00	\$23,000.00	\$2,376.00
Payroll w/ESS	\$16,100.00	120	\$21,000.00	\$10,400.00	\$47,500.00	\$2,898.00

Tyler Software and Related Services

Description	License	Impl. Hours	Impl. Cost	Data Conversion	Module Total	Year One Maintenance
Revenue:						
Accounts Receivable	\$11,000.00	64	\$11,200.00	\$0.00	\$22,200.00	\$1,980.00
General Billing	\$5,000.00	32	\$5,600.00	\$0.00	\$10,600.00	\$900.00
Productivity:						
Tyler Forms Processing	\$9,500.00	0	\$0.00	\$0.00	\$9,500.00	\$1,900.00
Tyler Content Manager SE	\$20,000.00	32	\$5,600.00	\$0.00	\$25,600.00	\$3,600.00
Munis Analytics & Reporting (Limited Use)	\$10,800.00	80	\$14,000.00	\$0.00	\$24,800.00	\$1,944.00
Additional:						
Tyler Disaster Recovery Service	\$0.00	0	\$0.00	\$0.00	\$0.00	\$10,141.00
Sub-Total:	\$252,775.00		\$149,800.00	\$24,000.00	\$426,575.00	\$56,400.00
Less Discount:	\$126,389.00		\$0.00	\$0.00	\$126,389.00	\$46,259.00
TOTAL:	\$126,386.00	856	\$149,800.00	\$24,000.00	\$300,186.00	\$10,141.00

Other Services

Description	Quantity	Unit Price	Unit Discount	Extended Price
Install Fee - New Server Install-WIN	1	\$6,000.00	\$0.00	\$6,000.00
Project Planning Services	1	\$6,000.00	\$0.00	\$6,000.00
Tyler Forms Library - Financial	1	\$1,800.00	\$0.00	\$1,800.00
Tyler Forms Library - General Billing	1	\$2,000.00	\$0.00	\$2,000.00
Tyler Forms Library - Payroll	1	\$1,200.00	\$0.00	\$1,200.00
Tyler Forms Library - Personnel Action	1	\$1,000.00	\$0.00	\$1,000.00
Tyler Forms Processing Configuration	1	\$2,000.00	\$0.00	\$2,000.00
TOTAL:				\$20,000.00

3rd Party Hardware, Software and Services

Description	Quantity	Unit Price	Unit Discount	Total Price	Unit Maintenance	Unit Maintenance Discount	Total Year One Maintenance
Tyler Secure Signature System with 2 Keys	1	\$1,650.00	\$0.00	\$1,650.00	\$0.00	\$0.00	\$0.00
3rd Party Hardware Sub-Total:			\$0.00	\$1,650.00			\$0.00

3rd Party Hardware, Software and Services

Description	Quantity	Unit Price	Unit Discount	Total Price	Unit Maintenance	Unit Maintenance Discount	Total Year One Maintenance
TOTAL:				\$1,650.00			\$0.00

Summary

	One Time Fees	Recurring Fees
Total Tyler Software	\$126,386.00	\$10,141.00
Total Tyler Services	\$193,800.00	\$0.00
Total 3rd Party Hardware, Software and Services	\$1,650.00	\$0.00
Summary Total	\$321,836.00	\$10,141.00
Contract Total (Excluding Estimated Travel Expenses)	\$331,977.00	
Estimated Travel Expenses	\$47,950.00	

Subject to APPROVAL

Comments

Tyler's Disaster Recovery Service is calculated at 25% of the Munis annual maintenance. There is a \$5,000 minimum annual fee for Disaster Recovery service. The Disaster Recovery fees are applicable only to one Live Munis database and excludes all test and training databases.

Tyler recommends the use of a 128-bit SSL Security Certificate for any Internet Web Applications, such as the Munis Web Client and the MUNIS Self Service applications if hosted by the Client. This certificate is required to encrypt the highly sensitive payroll and financial information as it travels across the public internet. There are various vendors who sell SSL Certificates, with all ranges of prices.

Conversion prices are based on a single occurrence of the database. If additional databases need to be converted, these will need to be quoted.

Tyler's quote contains estimates of the amount of services needed, based on our preliminary understanding of the size and scope of your project. The actual amount of services depends on such factors as your level of involvement in the project and the speed of knowledge transfer.

Unless otherwise noted, prices submitted in the quote do not include travel expenses incurred in accordance with Tyler's then-current Business Travel Policy.

Tyler's prices do not include applicable local, city or federal sales, use excise, personal property or other similar taxes or duties, which you are responsible for determining and remitting.

In the event Client cancels services less than two (2) weeks in advance, Client is liable to Tyler for (i) all non-refundable expenses incurred by Tyler on Client's behalf; and (ii) daily fees associated with the cancelled services if Tyler is unable to re-assign its personnel.

Implementation hours are scheduled and delivered in four (4) or eight (8) hour increments.

Tyler provides onsite training for a maximum of 12 people per class. In the event that more than 12 users wish to participate in a training class or more than one occurrence of a class is needed, Tyler will either provide additional days at then-current rates for training or Tyler will utilize a Train-the-Trainer approach whereby the client designated attendees of the initial training can thereafter train the remaining users.

In the event Client acquires from Tyler any edition of Tyler Content Manager software other than Enterprise Edition, the license for Content Manager is restricted to use with Tyler applications only. If Client wishes to use Tyler Content Manager software with non-Tyler applications, Client must purchase or upgrade to Tyler Content Manager Enterprise Edition.

Financial library includes: 1 A/P check, 1 EFT/ACH, 1 Purchase order, 1 Contract, 1099M, 1099INT, 1099S, and 1099G.

General Billing library includes: 1 invoice, 1 statement, 1 general billing receipt and 1 miscellaneous receipt.

Includes digitizing two signatures, additional charges will apply for additional signatures.

Project Management includes project planning, kickoff meeting, status calls, task monitoring, verification and transition to support.

Tyler Forms Payroll Core library includes: 1 PR check, 1 direct deposit, 1 vendor from payroll check, 1 vendor from payroll direct deposit, W2, W2c, 1099 R, ACA 1095B and ACA 1095C.

Comments

Personnel Actions Forms Library includes: 1 Personnel Action form - New and 1 Personnel Action Form - Change.

Tyler's cost is based on all of the proposed products and services being obtained from Tyler. Should significant portions of the products or services be deleted, Tyler reserves the right to adjust prices accordingly.

In the event a self-hosted customer opts to enroll as a beneficiary under Tyler's source code escrow agreement, Tyler will provide the paperwork required for enrollment. That self-hosted customer will be billed, on an annual basis, directly by Tyler's escrow agent, and all such fees must be paid directly to that escrow agent. Rates for subsequent years are subject to change at the discretion of Tyler's escrow agent.

subject
to
Approval

Detailed Breakdown of Conversions (Included In Contract Total)

Description	Unit Price	Unit Discount	Extended Price
Accounting - Actuals up to 3 years	\$1,500.00	\$0.00	\$1,500.00
Accounting - Budgets up to 3 years	\$1,500.00	\$0.00	\$1,500.00
Accounting Standard COA	\$2,000.00	\$0.00	\$2,000.00
Accounts Payable - Checks up to 5 years	\$1,600.00	\$0.00	\$1,600.00
Accounts Payable - Invoice up to 5 years	\$2,400.00	\$0.00	\$2,400.00
Accounts Payable Standard Master	\$1,600.00	\$0.00	\$1,600.00
Capital Assets Std Master	\$3,000.00	\$0.00	\$3,000.00
Payroll - Accrual Balances	\$1,500.00	\$0.00	\$1,500.00
Payroll - Accumulators up to 5 years	\$1,400.00	\$0.00	\$1,400.00
Payroll - Check History up to 5 years	\$1,200.00	\$0.00	\$1,200.00
Payroll - Deductions	\$1,800.00	\$0.00	\$1,800.00
Payroll - Earning/Deduction Hist up to 5 years	\$2,500.00	\$0.00	\$2,500.00
Payroll - Standard	\$2,000.00	\$0.00	\$2,000.00
TOTAL:			\$24,000.00

TO
APPROPRIATE

Optional Tyler Software & Related Services

Description	License	Impl. Hours	Impl. Cost	Data Conversion	Module Total	Year One Maintenance
Financials:						
Contract Management	\$6,050.00	24	\$4,200.00	\$0.00	\$10,250.00	\$1,089.00
Inventory	\$11,300.00	40	\$7,000.00	\$0.00	\$18,300.00	\$2,034.00
Human Capital Management:						
Recruiting	\$2,750.00	16	\$2,800.00	\$0.00	\$5,550.00	\$495.00
Productivity:						
eProcurement	\$10,000.00	8	\$1,400.00	\$0.00	\$11,400.00	\$1,800.00
Tyler Meeting Manager	\$18,000.00	16	\$2,800.00	\$0.00	\$20,800.00	\$3,240.00
Additional:						
CAFR Statement Builder	\$13,750.00	32	\$5,600.00	\$0.00	\$19,350.00	\$2,475.00
Purchasing - Purchase Orders - Standard Open PO's only - D	\$0.00	0	\$0.00	\$2,700.00	\$2,700.00	\$0.00
	Sub-Total:		\$61,850.00	\$23,800.00	\$2,700.00	\$88,350.00
	<u>Less Discount:</u>		<u>\$30,925.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$11,133.00</u>
	TOTAL:	136	\$30,925.00	\$23,800.00	\$2,700.00	\$57,425.00
						\$11,133.00

Optional Other Services

Description	Quantity	Unit Price	Discount	Extended Price
Source Code Escrow	1	\$1,500.00	\$0.00	\$1,500.00
TOTAL:				\$1,500.00

Optional Conversion Details (Prices Reflected Above)

Description	Unit Price	Unit Discount	Extended Price
Purchasing - Purchase Orders - Standard Open PO's only	\$2,700.00	\$0.00	\$2,700.00
TOTAL:			\$2,700.00

Unless otherwise indicated in the contract or Amendment thereto, pricing for optional items will be held for Six (6) months from the Quote date or the Effective Date of the Contract, whichever is later.

Customer Approval: _____

Date: _____

Print Name: _____

P.O. #: _____

All primary values quoted in US Dollars

Tyler Discount Detail

Description	License	License Discount	License Net	Maintenance Basis	Year One Maint Discount	Year One Maint Net
Financials:						
Accounting/GL	\$53,550.00	\$26,775.00	\$26,775.00	\$9,639.00	\$9,639.00	\$0.00
Accounts Payable	\$14,900.00	\$7,450.00	\$7,450.00	\$2,682.00	\$2,682.00	\$0.00
Budgeting	\$14,900.00	\$7,450.00	\$7,450.00	\$2,682.00	\$2,682.00	\$0.00
Capital Assets	\$12,300.00	\$6,150.00	\$6,150.00	\$2,214.00	\$2,214.00	\$0.00
Cash Management	\$10,250.00	\$5,125.00	\$5,125.00	\$1,845.00	\$1,845.00	\$0.00
Project & Grant Accounting	\$10,250.00	\$5,125.00	\$5,125.00	\$1,845.00	\$1,845.00	\$0.00
Purchasing	\$22,550.00	\$11,275.00	\$11,275.00	\$4,059.00	\$4,059.00	\$0.00
Payroll/HR:						
ExecuTime Advanced Scheduling	\$7,225.00	\$3,613.00	\$3,612.00	\$1,445.00	\$1,445.00	\$0.00
ExecuTime Advanced Scheduling Mobile Access	\$3,975.00	\$1,988.00	\$1,987.00	\$795.00	\$795.00	\$0.00
ExecuTime Time & Attendance	\$12,200.00	\$6,100.00	\$6,100.00	\$2,440.00	\$2,440.00	\$0.00
ExecuTime Time & Attendance Mobile Access	\$5,075.00	\$2,538.00	\$2,537.00	\$1,015.00	\$1,015.00	\$0.00
Human Resources & Talent Management	\$13,200.00	\$6,600.00	\$6,600.00	\$2,376.00	\$2,376.00	\$0.00
Payroll w/ESS	\$16,100.00	\$8,050.00	\$8,050.00	\$2,898.00	\$2,898.00	\$0.00
Revenue:						
Accounts Receivable	\$11,000.00	\$5,500.00	\$5,500.00	\$1,980.00	\$1,980.00	\$0.00
General Billing	\$5,000.00	\$2,500.00	\$2,500.00	\$900.00	\$900.00	\$0.00
Productivity:						
Munis Analytics & Reporting (Limited Use)	\$10,800.00	\$5,400.00	\$5,400.00	\$1,944.00	\$1,944.00	\$0.00
Tyler Content Manager SE	\$20,000.00	\$10,000.00	\$10,000.00	\$3,600.00	\$3,600.00	\$0.00

Tyler Discount Detail

Description	License	License Discount	License Net	Maintenance Basis	Year One Maint Discount	Year One Maint Net
Tyler Forms Processing	\$9,500.00	\$4,750.00	\$4,750.00	\$1,900.00	\$1,900.00	\$0.00
Additional:						
Tyler Disaster Recovery Service	\$0.00	\$0.00	\$0.00	\$10,141.00	\$0.00	\$10,141.00
TOTAL:	\$252,775.00	\$126,389.00	\$126,386.00	\$56,400.00	\$46,259.00	\$10,141.00

Optional Tyler Discount Detail

Description	License	License Discount	License Net	Maintenance Basis	Year One Maint Discount	Year One Maint Net
Financials:						
Payroll/HR:						
Recruiting	\$2,750.00	\$1,375.00	\$1,375.00	\$495.00	\$0.00	\$495.00
Productivity:						
eProcurement	\$10,000.00	\$5,000.00	\$5,000.00	\$1,800.00	\$0.00	\$1,800.00
Tyler Meeting Manager	\$18,000.00	\$9,000.00	\$9,000.00	\$3,240.00	\$0.00	\$3,240.00
Additional:						
CAFR Statement Builder	\$13,750.00	\$6,875.00	\$6,875.00	\$2,475.00	\$0.00	\$2,475.00
Total:	\$61,850.00	\$30,925.00	\$30,925.00	\$11,133.00	\$0.00	\$11,133.00

A. Management and Administration of the Internet and Phone System

Commented [123]: Scott, this is the policy recommended by IPMG and our outside counsel for internet and phone use. However, please confirm if this will work with our technology administration and current practices.

We want you to be aware that our security systems are capable of recording for each and every user, each World Wide Web site visit, each chat, and each newsgroup or e-mail message accessed on each of the employer's computer stations. The system is also capable of recording each file transfer into and out of our internal networks. We reserve at all times the right to monitor such activity. No employee should have any expectation of privacy as to any internet usage or telephone system. The Employer and its authorized representatives may review Internet activity, voice mail messages, and analyze usage patterns in an effort to maintain the highest levels of productivity. We reserve the right to inspect any and all files stored in private areas of our network in order to assure compliance with this policy.

The Employer's systems must never be used in violation of our policy against unlawful discrimination and unlawful harassment. The display or access of any kind of sexually explicit image or document on the employer's system is a violation of both this internet policy and the Employer's nondiscrimination and harassment policy. In addition, sexually explicit material may not be archived, stored, distributed, edited or recorded using our network or computing resources. The Employer may use independently-supplied software and data to identify inappropriate or sexually-explicit internet sites. We may block access from within our networks to all such sites. If you find yourself inadvertently connected to a site that contains sexually explicit or offensive material, you must immediately disconnect from that site, regardless of whether that site has been previously deemed acceptable by any monitoring, screening or rating program.

The Employer's internet facilities and computing resources must not be used knowingly to violate the laws and regulations of the United States or any other nation, or the laws and regulations of any state, county, municipality, province or other local jurisdiction in any material way. Use of any of the Employer's resources for illegal activity is grounds for immediate dismissal, and we will cooperate with any legitimate law enforcement agency in the investigation of such activity.

Any software or files downloaded via the internet into the employer's computer network become the property of the employer. Any such files or software may be used only in ways that are consistent with their licenses or copyrights.

No employee may use the Employer's facilities knowingly to download or distribute pirated software or data. No employee may use the employer's internet facilities to deliberately propagate any virus, worm, "Trojan horse," or trap-door program code. No employee may use the employer's internet facilities knowingly to disable or overload any computer system or network, or to circumvent any system intended to protect the privacy or security of another user.

Each employee using the Employer's internet facilities shall identify himself or herself honestly, accurately and completely, including the affiliation and function for the

Employer, when participating in employer-related chat groups, newsgroups, message boards, or discussion lists, or when setting up accounts on outside computer systems on behalf of the employer. Employees may not represent their statements as the employer's official policy or practice without proper authorization from the employee's department head or elected official. Participating in non-employer related chat groups, newsgroups, message boards or discussion lists by use of the Employer's hardware is prohibited.

Any material posted to any forum, newsgroup, chat group, or internet site in the course of an employee's duties, remains the property of the employer. Employees are reminded that chat groups and newsgroups are public forums where it is inappropriate to reveal confidential information as defined in this manual. Employees releasing confidential information via any internet facility, whether intentional or inadvertent, may be subject to disciplinary actions, including termination.

Use of the Employer's internet facilities to commit infractions such as misuse of the employer's assets or resources, sexual harassment, unauthorized public speaking and misappropriation or theft of intellectual property are also prohibited and will be subject to discipline, including termination.

It is a violation of this policy for the employee to store, view, print or redistribute any document or graphic file that is not directly related to the employee's job or the Employer's business activities and which would constitute a violation of the Employer's policy against unlawful discrimination and unlawful harassment.

Employees may from time to time use the employer's internet facilities for non-business research outside of work hours provided they request permission from their supervisor before engaging in such use, and provided all other usage policies are observed.

The Employer will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries and archives on any individual employee's internet activities.

Employees must take care to understand federal and state copyright, trademark, libel, slander and public speech control laws so that our use of the Internet does not violate any laws which might be enforced against us.

Employees with internet access may download only software with direct business use, and must arrange to have such software properly licensed and registered. Downloaded software must be used only under the terms of its license.

Employees may not use the Employer's internet facilities to download entertainment software or games, or to play games over the internet, including games against opponents.

Employees with internet access may not use the Employer's internet facilities to download images or videos unless there is an explicit business-related use for the material.

Commented [MK24]: This statement is no longer viable as our current security structure doesn't allow anyone to install anything without a support technician. Can this be reworded to state that the "Employees must submit work order to Technology Services to download and install properly licensed and registered software"

Employees with internet access may not download any software licensed to the employer or data owned or licensed by the employer without explicit authorization from the supervisor responsible for the software or data.

B. Security

The Employer has installed a variety of firewalls, proxies, address screening programs and other security systems to assure the safety and security of the employer's networks. Any employee who attempts to disable, defeat or circumvent the employer's security facility will be subject to discipline, including immediate termination.

Computers that use their own modems to create independent data connections sidestep our network security mechanisms. An individual computer's private connection to any outside computer can be used by an attacker to compromise the employer's network to which that computer is attached. That is why any computer used for independent dial-up or leased-line connections to any outside computer or network must be physically isolated from the employer's internal networks. Only those internet services and functions with documented business purposes for the employer will be enabled at the internet firewall.

Technology Services reserves the right to have every County user maintain Cyber Security Awareness training. This training will be completed on an annual basis at the minimum to ensure Cybersecurity awareness. Failure to complete this training may result in loss of access to the network until completed.

C. Email

Access to County e-mail is requested through Technology Services. Each user is identified by their supervisor is allowed one username and e-mail address upon request to Technology Services.

County business conducted by e-mail must be done using the e-mail account the County supplies. Forwarding of County business related e-mail messages to your personal email account is prohibited.

To access email through an email application, (Mail, Exchange Application, etc.), on your personal mobile device please submit a work order to Technology Services.

All personal mobile devices must be password protected at all times. To ensure this request is complaint, a default policy is placed on your mobile device upon connecting to County e-mail through an application.

In order to protect PII, the County retains the right to delete data and/or applications from any device that contains the company's information.

Commented [MK25]: This language is dated. It can still be implemented, but County owned devices that aren't currently on the network, "individual computers" can still be managed both through virus protection and web protection controlled by the County using policies on the new Endpoint software. If they are rogue machines that connect, firewall rules are in place to send them to a honeypot. We can still use this line, but I wanted everyone to be aware of status changes in technology since verbiage seems to be a little dated.

Commented [MK26]: How about this for starters on Cybersecurity?

If the device is lost or stolen, please notify Technology Services immediately. Please note that in certain situations a device may be completely wiped in order to ensure that the company can protect its interests. If given enough notice, IT staff can work with you to avoid such action.

Commented [MK27]: Is this something we can implement to cover the base of lost peripherals that have County e-mail? This would allow the department to wipe these devices regardless of County owned or BYOD.

D. No Expectation Of Privacy

EMPLOYEES WHO MISUSE THE EMPLOYER'S INTERNET/EMAIL SYSTEM MAY BE SUBJECT TO DISCIPLINE UP TO AND INCLUDING TERMINATION. REMEMBER THAT YOU HAVE NO EXPECTATION OF PRIVACY IN ANY OF THE EMPLOYER'S EQUIPMENT OR PROPERTY, INCLUDING BUT NOT LIMITED TO DESKS, COMPUTERS, INTERNET ACCESS, VOICE MAIL, OR E-MAIL.

2.15 Security of Portable Data Storage Devices

The Employer requires that employees who have been issued laptop or tablet computers, cell phones and other information storage devices take certain precautions to prevent theft or data breach.

With all portable data storage devices such as laptop or tablet computers, cell phones or other information storage devices, the employer requires that:

- a. Strong passwords are used to secure information on the device;
- b. No unauthorized persons are allowed to access to the information storage device;
- c. Usernames or passwords are not shared with any person, with the exception of authorized employees;
- d. Only authorized hardware, software or information security programs are installed on the device with authorization and approval from management;
- e. Care is taken to ensure the device is properly locked and secured when it is not in the immediate possession of the employee; and
- f. In the event that a device is lost or stolen, or in the event that information security has been breached, employees are to advise their supervisor immediately.

2.16 Cell Phones

Employees are prohibited from using cell phones when engaged in the following activities:

Wellness Advisory Solutions

**Jason Helfert**

President- Horton Consulting Solutions
708.845.3195 / Fax: 708.845.4195
jsecon.helfert@thehortongroup.com

Oversees Horton's Wellness and Safety Consulting Divisions to bring client's to a higher level of performance

**Julie Gloedt, BS**

Client Specialist - Wellness
708.845.3172 / Fax: 708.845.4172
julie.gloedt@thehortongroup.com

Assists Clients in Developing Health & Wellness Related Programs / Services

**Thelma Nzekwu**

Client Specialist - Wellness Technology
708.845.3304 / Fax: 708.845.4304
thelma.nzekwu@thehortongroup.com

Employee Health / Risk Management / Wellness Programs / Data Analysis and Evaluation

**Larry Grudzien, JD, LLM**

ERISA Legal Counsel
708.717.9638 / Fax: 888.413.3086
lgru@comcast.net

**Laura Czekanski, MPH, CWWS**

Wellness Supervisor - Wellness
708.845.3156 / Fax: 708.845.4156
laura.czekanski@thehortongroup.com

Assists Clients in Developing Health & Wellness Related Programs / Services

**Samantha Kabureck, MS, EP-C**

Client Specialist - Wellness
708.845.3634 / Fax: 708.845.4634
Samantha.kabureck@thehortongroup.com

Assists Clients in Developing Health & Wellness Related Programs / Services

**Angela Zausch**

Client Specialist - Wellness
262.347.2626 / Fax: 262.347.2726
angela.zausch@thehortongroup.com

Assists Wisconsin HBS clients in the Development of Health And Wellness related Programs / Services

Horton Employee Benefit Solutions

Horton is an insurance, employee benefits and risk advisory firm that leads clients with complex needs and limited resources to a higher level of performance. We help clients understand enterprise risk and offer solutions to turn these perceived costs into a competitive advantage improving business performance, sales and profits.

Insurance | Risk Advisory | Employee Benefits

HORTON

Vendor Pricing Spreadsheet Comparison

Number of PPO	350
Number of HMO	61

Carrier: BCBS



Vendor	PPO/HMO Ratio		Estimated Cost
HMI	PPO (\$0 PP)	350	\$ -
	HMO (\$95 PP)	61	\$ 5,795.00
Portal Option	\$15.00 Per Person	411	\$6,165
			\$ 11,960.00

Minimum of 25 per site

* Includes HRA and online portal, no Health Coaching



Vendor	PPO/HMO Ratio		Estimated Cost
Basic Screening	PPO (\$0 PP)	0	\$ -
	HMO (\$100 PP)	61	\$ 2,000.00
Core Health Screening	PPO (\$50 PP)	350	\$ 17,500.00
	HMO (\$145 PP)	61	\$ 8,845.00
Tracking Portal	\$51 PP	190	\$ 9,690.00
	\$80 PP	61	\$ 4,880.00
			\$ 26,345.00

Minimum of 30 per site

*All options include HRA and online member portal

* Basic Screening Package does not include Health Coaching & eLearning

* Core Screening Package includes Health Coaching & eLearning

* With Tracking Portal: screenings (\$80) can be billed to BCBS for most plans for PPO/ HSA members. Portal (\$51) is employer paid.



Vendor	PPO/HMO Ratio		Estimated Cost
eHealth	PPO (\$70 PP)	350	\$ 24,500.00
	HMO (\$70 PP)	61	\$ 4,270.00
Go 365 Portal	\$4.04 PEPM	411	\$19,925.28
			\$ 28,770.00

Minimum of 25 per site for eHealth Screenings

*eHealth offers standalone screenings, no added services are offered

*Go365 is an outcomes/ app based tracking program that would sync with the eHealth




Rewards/To-Do Summary Page

Dear Sample Participant,

Welcome to your Wellness Rewards Program at Company XYZ. We care about your health and overall well-being! If you take action and commit to a healthier life, you will be rewarded.

The activities below have all been assigned point values. There are one-time point earning opportunities* as well as daily point earning options.

In order to earn the full incentive each quarter, you must earn at least 125 points each quarter. Below are the available actions you can accomplish to earn the incentive.

1. Gain points through actions in order to earn the quarterly reward	# Points Earned	Quarterly Points Possible	Links
A. Participate in a Biometric Screening*		75	Sign Up Results
B. Complete the Health Power Assessment*		50	Take HPA
C. Complete e-Learning Lessons – 10 points for each lesson completed	50	50	Complete Lessons
D. Regular Physical Activity – 5 points for each hour of activity		100	Enter/Update Info
E. Daily Steps – 5 point per 10,000 daily steps		100	Enter/Update Info
F. Preventive Exams Obtained – 10 points for each exam completed		50	Enter/Update Info
G. Regular Volunteering – 5 points for each hour of volunteering	20	20	Enter/Update Info
H. Designate a Primary Care Physician – 10 points*		10	Enter/Update Info
I. Get 7-9 hours of uninterrupted sleep per night for a week – 5 points per week		50	Enter/Update Info
J. Eat 3-5 servings of fruits/vegetables a day for a week – 5 points per week		50	Enter/Update Info
K. Participate in a company sponsored wellness activity – 25 points	50	50	Enter/Update Info
2. Deadlines, Requirements & Status	Total # Earned	Incentive Status	Minimum Points Needed
Quarter 1 Deadline: March 31, 2019	95		125
Quarter 2 Deadline: June 30, 2019	125		125
Quarter 3 Deadline: September 30, 2019	60		125
Quarter 4 Deadline: December 18, 2019	120	In Progress	125

Health Maintenance Institute



Corporate Wellness Programs *Keeping employees healthy!*

Health Maintenance Institute, Inc. (HMI) has been providing onsite corporate wellness programs for companies for over 25 years.

The HMI team consists of a medical director, certified health education specialists, nurses, phlebotomists, medical technicians, exercise physiologists, dietitians, and health coaches.

Our goal at HMI is to inform individuals of their current health status and educate on how to make lifestyle changes to decrease any health risks. By doing so, employees are more productive and use less health care dollars. Our staff is dedicated to offering the best service possible and is passionate about helping people achieve their health goals.

We thoroughly enjoy what we do and this is reflected in the service we provide!



Kendall County Proposal

Blood Draw Screening Package

- **Lipid/Chemistry/CBC Profile**
An 8 - 10 hour fast is required for the most accurate results
- **Blood Pressure Screening**
- **Option for results to be returned by mail confidentially to the participant's home within 3 weeks**
- **Health Power Assessment (HPA) -** Online or paper versions are provided. Available in English & Spanish. An assessment tool that evaluates one's lifestyle as well as health status (blood screening results & other biometric measures). For the employee, it calculates one's health risks and suggests ways to make improvements. For the employer, it give the answer on how to prioritize Interventions for the ultimate goal of a healthier workforce. Also shows the economic impact of major health risks and the relationship between preventable risk and health care costs.
- **Online Wellness Management System -** Participants can register for a screening appointment, complete the HPA questionnaire, securely review blood screening results within 3 business days, and have access to the Healthwise Knowledgebase. Participants have access to all screening results and have 24/7 access to over 1,000 e-learning lessons and tools to help make key health decisions. Customization available to add links for company newsletters, EAP and benefits information. This online system is HIPAA compliant.
- **Wellness Rewards/Incentive Program (Optional) -** The right rewards strategy gets better results. Having the right mix of incentives and requirements has helped clients have claims 10-26% lower than 3-5 years ago. A points based incentive program is available on the health portal. Pricing varies on programs.

Cost

- HMI will bill BCBS for PPO participants at the contracted rates & bill Kendall County \$95pp for all others (25 person minimum per onsite screening)
 - HMI can also send participants to a local off-site lab for their screening - same pricing as above
 - Participants can be screened with their own doctor (Health Provider Form) - \$25pp (minimum of 25 if this is the only option chosen otherwise no minimum).
 - Incentive Program - \$15 per screening participant & \$20 per non-screening participant PLUS a minimum of \$1200 flat fee for the customization of the Incentive Program - see 2 samples for pricing at \$1200.
-



Wellness Screening Process

Promotional Materials

- A two-page, electronic promotional flyer is provided that will explain what is offered in the wellness screening, how to schedule an appointment, complete the HPA Questionnaire, wellness incentives (*if applicable*) and frequently asked questions.

Online Health Portal

- Participants have access to a confidential, individual profile at the online health portal (myhmihealth.com). First time users will enter a company-specific site code in order to create a login. Returning users will use their login from then on to sign into the portal.
- The home page features easy access to:
 - Schedule an appointment/change existing appointment
 - Complete the HPA Questionnaire
 - View lab results (within 3 business days) after screening date & yearly comparison
 - "Health Resources" such as over 1,000 e-Learning lessons, symptom checker, health topics, safety alerts and much more
 - Employer specific "Wellness Rewards Program" (i.e. walking programs, incentive tracking programs, etc...if applicable)

Following the Wellness Screening

- Medical Review - lab results will be reviewed and a call will be made for any critical values
- Participants can receive a hard copy of results in the mail, in addition to online access for 12 months
- If desired, a health professional can provide a follow-up seminar or individual consultations to review results
- Employer is provided an aggregate group analysis.

Wellness Screening Process

Health Screenings

Additional Blood Tests

- PSA (Prostate Specific Antigen) - \$43
- Thyroid Profile (TSH with Reflex to Free T4) - \$30
- Vitamin D (Total) - \$30
- Cardio CRP (risk factor for heart disease) \$43
- Hemoglobin A1C - \$35
- Homocysteine (risk factor for heart disease) \$65
- Menopause Profile (FSH & LH) \$50
- ColoCare (colon cancer take home kit) \$7

Blood Screening Follow Up Options

After a screening, a follow up explanation of results is most beneficial for employees. This helps them address the next steps to better health. Registered nurses, registered dietitians, and exercise physiologists provide the follow up.

- Workshop/Seminar - \$350
- Individual Onsite Consultation - \$105/hr

We are provider with Blue Cross Blue Shield and can bill many additional blood tests at no cost to the individual for PPO participants.



Listing of Services

Vaccination Programs

Vaccines

- Flu Vaccinations \$35pp

40 person minimum (Quad flu vaccination). Administered in October & November

Lifestyle Improvement Programs

Seminars - \$400 - \$450 for a one hour seminar

Whether it's a one time lunch-n-learn seminar or a multi-session behavior modification, HMI can provide what you are looking for. Many topics are listed below but with our wide range of presenters we can accommodate just about any request. We have lots of ideas, so just ask if you do not see something of interest.

- Benefits of Organic Foods
- Better sleep for Good Health
- Cooking Demo Presentation
- Cutting out the Sugar
- Diabetes
- Digestive Health
- Fitness & Exercise
- Healthy vs. Fad Diets
- Healthy Rewards
- Heart Healthy Living
- HPA Review
- What's Alternative Medicine
- Men's & Women's Health Issues
- Metabolic Myths & Weight
- Weight Loss the Natural Way
- Qigong for Relaxation & Health
- Strength Training
- Stress Management
- Supplements
- SuperFoods
- Life Balance
- 10K-A-Day Walking
- Mindful Eating
- Move to Improve

Biggest Winner Weight Loss Program

Over one-third of US adults are obese. Those who are obese have medical costs that are \$1,429 higher than those of normal weight. A weight loss of just 5-10% over 6 mo. can lower risk for heart disease/conditions.

- 12 week program using a points system which allows points to be gained in a variety of ways. HMI will keep track of the points and will share the winners at the end of the program. No individual weight data will be shared with the company.
- Weigh-Ins: HMI will be onsite checking weight every 2 weeks. At the first and last weigh-in, body composition (% body fat) will also be checked.
- Dietitian Consultations: Each participant is required to meet with the dietitian for 15 minutes after the initial weigh-in to proceed with the program. Meet again with the dietitian for 10 minutes after the last weigh-in.
- Participants with a health BMI can still participate, but will not qualify to win the program.
- Participants with a health BMI can still participate, but will not qualify to win the program.
- Seminars on topics such as exercise, nutrition, and motivation can be incorporated into the program for an additional fee.
- The cost for the weigh-ins is \$100/hour/staff. The cost for the dietitian consultations are \$105/hour/staff.

Number of hours needed is based on estimated amount of participants. Client responsible for providing prizes.

Listing of Services

Health Fair Activities

Informational Displays - \$200/hour for 3 topics, 3 hour minimum

Color displays, informational handouts, and 3-dimensional visuals. Included is a health professional to engage participants and answer questions.

Added Sugar	Heart Health
Aim for a Healthy Weight	Know Your Fats
Better Sleep for Good Health	Lighten Your Load
Blood Pressure	Men's & Women's Health
Cholesterol	Metabolic Syndrome
Cook for Your Health	MyPlate
Creating a Healthy Lifestyle	ReThink Your Drink
Diabetes	Skin Cancer Prevention
Fitness & Exercise	Smoking Cessation
Food for Fuel	Stay in the Game: Health Aging
Fruits & Veggies	Strength Training
Health Myth Busters	Stress & Mental Health
Healthy Bones	Take Time for Your Health
Healthy Restaurant Eating	Vitamins & Minerals
	Walking: 10k-A-Day

Additional Screenings & Services 3 hour minimum

- Alternative Medicine - \$500/3 hours
(Naturopathic Doctor can provide booths on Herbal Medicine, Natural Facelift, or Perform at Your Best.)
- Antioxidant Screening \$12pp, 10 person minimum/hour
- Bone Density Testing - \$32pp, 8 person minimum/hour
- Cooking Demonstration - \$700/3 hours
- Derma Scan (Includes sun safety display and visuals) - \$125/hour
- Exercise Physiologist Consultations - \$105/hr
- Registered Dietitian Consultations - \$105/hr
- Smoothie Station (3 samples prepared by a Registered Dietitian) - \$100/hour + \$300 food cost
- Work-Life Strategy Consultation with Life Balance Coach - \$125/hour

Fitness Assessments Each testing is \$100/hour, 3 hour minimum

- Blood Pressure
- Height, Weight & BMI & Waist Circumference
- Percent Body Fat (handheld)
- Percent Body Fat & Hydration Level (fanita scale)



WELLBEING STRATEGY PROPOSAL

Kendall County



Todd Gianvito

tgianvito@chc.com

312-505-6844

HORTON



WHO WE ARE

- At CHC Wellbeing, we go beyond wellness to true potential. We exist to help individuals excel in every facet of their lives. Our belief is that everyone has a right to thrive.
- Over the past 15 years, we have served over 1,000 clients including: corporations across numerous sectors such as manufacturing, services, healthcare, etc.; governments and government entities; school districts; and non-profits.

WHY WE EXIST

- We are a purpose driven organization. Each day, we care for individuals within companies. Each night, we care for the underprivileged in our community, leading a citywide effort to deliver emergency provisions to the homeless across Chicago.

HOW WE WORK

- We focus on a set of benchmark wellbeing risks that have been directly linked to healthcare costs and productivity through foundational research based on analyzing 4 million claims over 40 years.
- We focus on the whole person, not only their physical problems. Our robust capabilities address physical, social, emotional and financial wellbeing.

WHY WE EXCEL

- We deliver year-long, engagement-focused programs that sustain wellbeing improvement over time.
- We offer a customizable product suite with simplified pricing. We meet you where you are on your journey to wellbeing.
- We are committed to transparency and accountability. We have a proven track record of cost containment – consistently and predictably reducing benchmark wellbeing risks by an average of 25 percent.
- We pride ourselves on flawless execution of wellbeing strategies with industry-leading service.

WELLBEING ASSESSMENT

Comprehensive Biometric Screening

The comprehensive 37 panel screening includes a lipid panel (cholesterol and additional tests related to coronary heart disease). CHC's certified phlebotomists perform the health evaluation and complete blood pressure readings on each participant. The full biometric draw enables a wide variety of additional testing options that provide the valuable benefit of early conditions detection. Additional tests can be funded by the employer, insurance plan or available on a self-pay basis at the time of service.

Biometric screenings will be scheduled at your preferred location(s). We will work closely with you to generate interest and excitement to achieve maximum participation. This provides a strong foundation for your program, which creates a culture of organizational trust and a state of personal wellbeing.

Health & Lifestyle Survey (HRA)

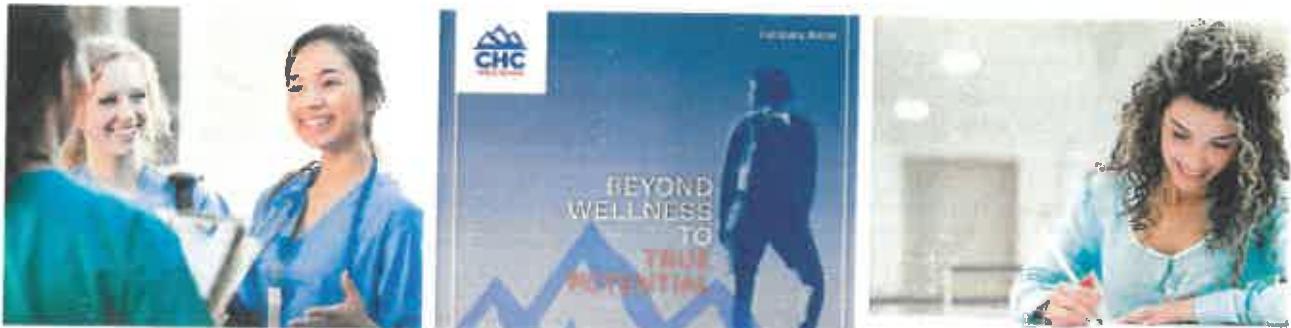
The survey collects behavioral information regarding smoking, alcohol use, exercise, workdays missed, and adherence to recommended preventive exams, as well as input regarding stress, depression, and job/life satisfaction. The survey can be taken online or can be completed at the onsite screening. It is available in English, Spanish and Polish, both online and on paper. Our clients have the option of adding questions to the survey. This customization will allow your group to poll participants in a multiple choice format OR stratify the reporting based on response. Results from the biometric screening and Health & Lifestyle Survey are seamlessly integrated by CHC to produce the aggregate and participant results. Health & Lifestyle Survey options include: 1) Standard HRA, 2) Biometric HRA, or 3) no HRA.

Remote Wellbeing Assessment

Employees who travel, who don't work near a company facility, or who may be away at the time of the screening have a convenient option of visiting one of the 1,800 partner LabCorp facilities around the country. As with our on-site screenings, the participant experience will be facilitated by a trained professional. Participants can visit any of these labs at a time that is convenient for them, including Saturdays in many cases. Participants will also fill out an online Health & Lifestyle Survey, and results gathered at off-site facilities will be combined with onsite wellbeing assessment results and included in aggregate client reports.

Physician Form

This option is ideal for participants who have visited their physician recently and already have test results, as well as international employees, spouses, and employees in certain remote locations. After the physician form is completed, the participant simply sends their results securely to CHC. As with our remote screening option, the data will be reflected in the participant and client reports.



MEMBER PORTAL

CHC offers a wide array of mobile and digital tools through our member portal. Below are highlighted features and functionality available to your employees and their families.

e-Learning

CHC offers a wide variety of 700 e-Learning courses tailored to a participant's specific wellbeing needs. Participants can access the e-Learning Library through their personal online member portal. The courses are highly interactive, easy to understand and enjoyable.

The multi-media modules present information in simple format based on proven theories of learning and behavior modification. Best of all, members can access modules and learn at their own pace and convenience.

Financial Wellbeing

Participants have access to financial wellbeing through the portal. CHC equips your employees with interactive tools to personalize their experience. They can earn rewards along the way as they achieve specific goals by taking advantage of a catalog of tools that include webinars, access to financial advisors, articles, interactive modules, and more.

Mindfulness

CHC offers participants a curated collection of more than 60 videos featuring leaders in the mindfulness and emotional intelligence space, such as Jon Kabat Zinn, Sharon Salzberg, Brene Brown and Daniel Goleman. We have assembled these assets to provide a baseline curriculum for becoming more aware, dealing effectively with stress and increasing emotional IQ.

Physician Connect

Our Physician Connect service facilitates engagement between participants and their physicians. This feature provides a convenient way for participants to share their biometric results directly with their primary care providers. As a result of the additional insights and deeper connection, physicians will be able to more effectively manage the wellbeing of your population.

Activity & Nutrition Tracking

Our portal includes flexible activity and nutrition tracking tools to help participants monitor and manage their progress over time. A wide range of activities are included for tracking, as well as a full menu of nutrition options.

WorkWell Series

WorkWell is a series of engaging webinars and monthly newsletters covering topics across all aspects of wellbeing. Each outreach includes education on a specific topic and actionable takeaways that participants can easily implement in their daily lives.



SERVICE & SUPPORT

Participant Profile

CHC is concerned about the environment and proud to be a Green Company. Each participant has access to their own personal health portal on our website. This includes summarized and detailed results within 72 hours of their screening, along with explanations and trending information.

Organization Profile

Following the wellbeing assessment, your Account Manager will meet with your management team to review the aggregate results of the screening and highlight areas that can be addressed to lower claims costs and improve health and productivity. The comprehensive analysis includes 15 benchmark health risks, Health & Lifestyle Survey results, and engagement metrics. Your Account Manager will work closely with you to review and interpret the data, and to translate it into actionable information for your company.

Please note that all CHC reporting is HIPAA compliant.

Account Management

Account Management is a pillar of our service to you. Your dedicated Account Manager will work closely with you to understand your goals, and will be your partner year-round in facilitating a sustainable, long-term wellbeing strategy that fits your business and culture. CHC Account Managers will take as much of the program administration off of HR's plate as you see fit. It is their role to support both the strategic and tactical efforts throughout every phase of the implementation and engagement.

BIOMETRIC ANALYSIS



REWARDS PLATFORM (add-on solution)

CHC's rewards platform is one of the unique aspects of our solution. It allows clients and employees to measure results and to reward and reinforce the behaviors that will achieve their wellbeing goals.

- Flexible and customizable platform based on your goals and your population's wellbeing -assessment
- Scientifically valid formula proven to predictably impact benchmark wellbeing risks
- Verification process ensures specific activities have been completed
- Expansive library of rewards allows us to encourage participation as well as outcomes, which encourage behavior change

WALKING PROGRAM (add-on solution)

The CHC Walking Program motivates employees to be more active, builds community and inspires a healthy culture that encourages lower-cost behaviors.

- Customizable walking challenges
- Online team results and leader board for competitive challenges
- Account management assistance with program set up and implementation
- How-to guides to help get participants started
- Targeted and engaging marketing
- Training for team set up and program use
- Complete program tracking through CHC user portal

INBOUND HEALTH COACHING (add-on solution)

With CHC's health coaching program, participants have access to a health coach via the phone or Internet, for ongoing behavior modification, education, and access to proprietary online weight management and smoking cessation programs.

PORTAL SOLUTION

Program Implementation & Ongoing Management	✓
Dedicated and Consultative Account Manager	✓
Client Admin Portal Access	✓
Aggregate Engagement Report	✓
Custom Marketing Materials	✓
User-Friendly Site & Mobile App	✓
Health & Lifestyle Survey (HRA)	✓
e-Learning Course Library (Over 700 courses)	✓
Activity Tracking	✓
Nutrition Tracking	✓
Financial Wellbeing	✓
Mindfulness Video Library	✓
Bi- Monthly Wellbeing Webinars	✓
Monthly Wellbeing Newsletters	✓
Standard Rewards Platform: Automatic tracking of CHC programs: e-Learning, webinars, biometric outcomes, financial courses, activity tracking	✓
COST (Per Eligible, Per Year)	\$51

ENGAGEMENT SERVICES (Optional Add-on Services)

Walking Platform: Automatic step tracking from over 100 devices and unlimited custom walking challenges per year	\$21 PEPY
Custom Rewards Platform: Tracking of custom activities and programs beyond CHC supported programs (i.e. Annual Physical, 5k races, community service, lunch n' learns, etc.)	\$24 PEPY
Inbound Health Coaching with Online Weight Management and Smoking Cessation Coaching Modules	\$18 PEPY

CHC BIOMETRIC SCREENING	
Onsite 37-panel Venipuncture Biometric Screening	✓
Remote Biometric Screening via LabCorp	✓
Screening Sign Up: Telephonic, Online, and Mobile	✓
Participant Profile via Web Portal	✓
Physician Connect (Send Results Directly to Physician)	✓
Organization Profile (25 participant minimum)	✓
COST (Per Screening Participant, Per Year)	\$80

ADDITIONAL SCREENING DETAILS & OPTIONS	
Billed Minimum Participation	30
Cost per Each Participant Under 30 if Minimum is Not Met	\$80
Travel & Expense Cost *Applicable locations	TBD
Results via Physician Form	\$25

*Cancellation Policy: please note that a cancellation fee will apply for screening events cancelled with less than two weeks' notice. The fee is \$500 plus any non-refundable travel costs incurred.

WELLBEING STRATEGY PROPOSAL

Kendall County



Todd Gianvito

tgianvito@kendallcounty.org

312-505-6844

County of Kendall, Illinois
HORTON



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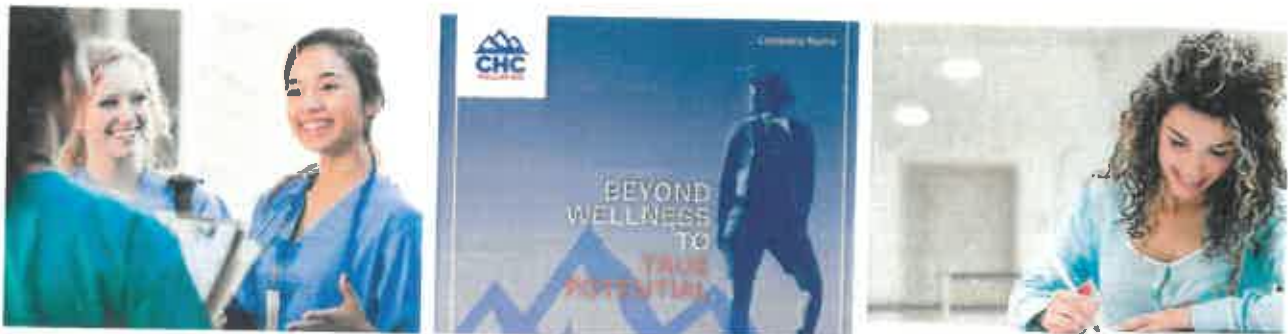
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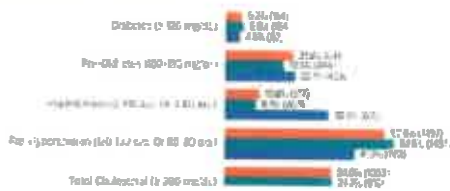
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INBOUND HEALTH COACHING (add-on solution)

With CHC's health coaching program, participants have access to a health coach via the phone or Internet, for ongoing behavior modification, education, and access to proprietary online weight management and smoking cessation programs.

INCLUDED COMPONENTS	
Onsite Wellbeing Assessment (Screening and Health & Lifestyle Survey)	✓
Remote Wellbeing Assessment (Screening and Health & Lifestyle Survey)	✓
Wellbeing Program Set Up	✓
Dedicated and Consultative Account Manager	✓
Program Implementation & Ongoing Management	✓
Client Wellbeing Portal	✓
Client Aggregate Health Report	✓
Custom Marketing Materials	✓
Full Service Sign Up: Telephonic & Online	✓
Web Portal Access for All Participants	✓
Physician Connect	✓
Nutrition and Activity Tracking	✓
Financial Wellbeing	✓
Mindfulness	✓
Wellbeing Webinars	✓
WorkWell eNewsletter	✓
Electronic Participant Results	✓
COST PER PARTICIPANT	\$100
*Pending a benefits verification, CHC can bill program costs through BCBS PPO/HSA plans as a claim. Client will be responsible for the difference of what the insurance carrier does not cover. This surcharge will be determined once the benefits verification has been confirmed. HMO participants and non-plan participants will be handled as a direct bill to the client or participant.	
ADDITIONAL SCREENING DETAILS	
Billed Onsite Minimum Participation	30
Cost per Each Participant Under if Minimum is Not Met	\$100
- CHC will apply a 210 participant minimum to the onsite events.	
- Remote screening participation does not apply towards this minimum.	
Travel & Expense Cost	TBD
*Applicable locations	
Results via Physician Form	\$65

*Cancellation Policy: please note that a cancellation fee will apply for screening events cancelled with less than two weeks' notice. The fee is \$500 plus any non-refundable travel costs incurred.



Proposal prepared for Kendall County

1/7/2019

Proposal submitted by:
Brett Helms
Field Sales Executive
312-441-5365
Bhelms1@humana.com



OVERVIEW

Since 1961, Humana has built a strong foundation by providing a 360 degree view of health for our members. Our Journey over the last 55 years started with our holistic approach and blending our experience with providers, insurance, wellness, and much more. Now, more than ever, we are committed to making it easy for people to achieve their best health. Our comprehensive wellness program, Go365™, focuses on encouraging engagement and behavior change for the more than 45,000 clients and 4.9 million members we serve across the country in a variety of industries that range from small (two employees) to large (250,000 employees). In fact, our membership is expected to exceed 5.5 million during 2017.

Go365

Go365 supports individuals pursuing healthier lifestyles by creating a personalized strategy that gives them control over their health. Combining Innovation, the latest research, and the unique ability to leverage the assets and information of a Fortune 100 insurance company, we offer a behavioral and actuarial science-based program of rewards and incentives designed to encourage healthier decisions. Not only can better health result in lower claims and productivity costs for Kendall County, it can also create a cultural transformation from the top-down. More importantly, we strive to enable every single person to achieve lifelong well-being.



Go365 helps members understand the details of their health and informs them of ways to improve or sustain their total well-being. Our program is grounded in actuarial science and behavioral analytics, utilizing behavior change models to effectively measure results. We address the reasons why people find unhealthy lifestyles easier and more appealing, and we work to eliminate barriers while incorporating valuable lessons about motivation and supporting positive behavior. Our goal is to effectively engage members of all risk levels by rewarding them for short-term activities that are actually in their long-term interest, ultimately creating new healthy behaviors. By working side-by-side with Kendall County, we will develop integrated, organizational health and well-being models, supported by a customized engagement strategy and proven, actionable steps through a four-pillared approach:

Establish a baseline
of health

Promote sustainable
behavior change

Foster a culture of
well-being

Plan for the future

How Members Get Started

Go365 is simple to use and easy to navigate. There are multiple ways to begin, including completing a health assessment, connecting a device and logging a workout, or getting a biometric screening.

Assessing the Members' Health

With Go365, our health assessment can be completed online, or with the mobile app in less than 15 minutes, or through two-minute sections at the member's own pace. This easy-to-use tool presents an accurate and holistic representation of a person's health risks, illustrates both the short- and long-term consequences of those risks, and gauges the member's readiness to change.

Proposal for: Kendall County

Most importantly, the assessment establishes a baseline of health from which Go365 and members can work together to set forth on an appropriate health journey. The health assessment serves as a benchmark to measure progress and one of the ways members can unlock rewards to redeem in our Go365 Mall. The health assessment covers the following key areas:

- Medical history
- Personal statistics and measurements (e.g., weight, blood pressure)
- Eating habits
- Tobacco/alcohol use
- Physical activity
- Mental well-being

Determining the Members' Go365 Age

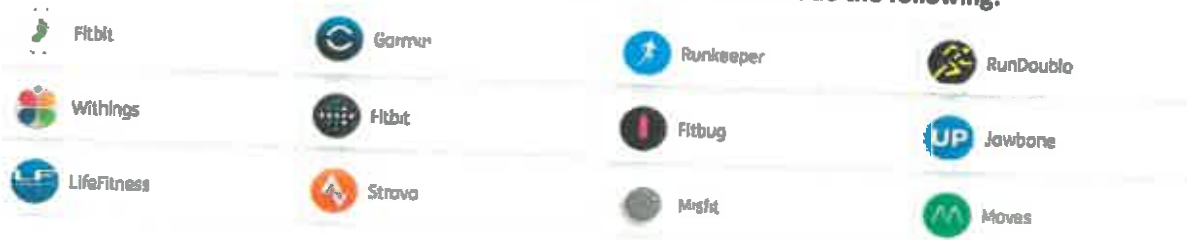
After completing the health assessment, all of the data is immediately calculated and compiled into a composite factor known as the member's Go365 Age. This factor serves as an indicator to whether a person is living older or younger than their actual age, which can turn members from being simply "health aware" to "health engaged." With it, we recommend a course of action to help minimize or eliminate health risks and potentially lower their Go365 Age.

Connecting Devices*

Go365 members can leverage the latest technology to provide verifiable workout tracking through:

- Heart rate monitors
- Pedometers
- Smartphone apps

Exercise information automatically uploads to the member's Go365 profile and Points are awarded. Our program is compatible with over 40,000 participating fitness facilities including national chains such as Curves and Anytime Fitness, as well as over 75 fitness devices that include the following:



**References to products and equipment in this material are not an endorsement or warranty by Humana; they are used as examples of products and equipment compatible with Go365; and are subject to change at any time without notice. The manufacturers of the products or equipment are solely responsible for defects with or problems arising from their use.*

Biometric Screenings

Biometric screenings provide quantifiable, verifiable results in order to objectively evaluate an individual's state of health and help people take control of their health. Go365 members may receive a regular biometric screening through an employer-hosted on-site event, at one of our over 5,000 national retail vendors—including Walgreens Healthcare Clinics, Quest Diagnostics' Patient Service Centers,

Proposal for:
Kendall County

LabCorp Patient Service Centers, Kroger Company Family of Pharmacies, and The Little Clinics[®]—or through a primary care physician (PCP) who is licensed and trained according to state laws.

Biometric screenings measure a member’s body mass index (BMI), waist circumference, blood pressure, cholesterol, and their blood glucose level. What’s unique about our biometric screening is that the results are:










- Transmitted to Humana as an electronic file
- Uploaded into the member’s profile
- Integrated into the member’s health assessment automatically
- Verified to override any self-reported values in a member’s health assessment
- Reassessed to see how they affect the member’s Go365 Age and recommended activities

Besides providing a more accurate picture of each member’s individual health, a biometric screening also provides incentives to earn rewards – a unique feature of the Go365 program.*

**Adult children are not eligible to earn Points or Bucks for biometric screening completion or In-range results.*

How Go365 Works

Go365 gives members the following helpful tools and support to get a fully detailed state of their well-being and informs them of the ways to improve their total health:

 Online	Use the convenient Go365 online portal to take a health assessment, set goals, track progress, and earn rewards.
 Mobile App	Connect anywhere to access Go365 from a smartphone using our easy-to-use App.
 Support	Join our online, self-service forum to ask support questions, make connections with other members, and join an interest group.
 Community	Meet other Go365 members and share stories and inspiration through Go365 Support Community, Facebook, Twitter, YouTube, and Tumblr.
 Activity Tracking	Track activity and earn Points through one or more Go365 compatible fitness devices such as Fitbit [®] pedometers, Polar [®] heart-rate monitors, and other apps.
 Education	Stay informed about healthy living through emails, newsletters, and online courses.
 Rewards	Earn Points by completing healthy activities and shop the Go365 Mall for exciting rewards.
 Jackpot	Be automatically entered into Jackpot drawings with more than 5,000 winners each month – the higher the member’s Status, the greater the prize values.
 Challenges	Get motivated with a step or weight-loss Challenge. Compete with other Go365 members online or on the App.

Proposal for:
Kendall County

A Personalized Experience

From the Go365 Health Assessment and other health profile information, Go365 helps develop a personalized experience for each member. Rather than just running through a checklist of healthy activities, the experience consists of recommended personalized activities combined with general activities the member wishes to pursue, giving them control of which health risks and conditions they are determined to change. Recommended activities are actuarially weighted according to the member based on what will have the biggest impact on his or her specific health. Additionally, the personalized experience contours to each member's ongoing state of health and their specific needs, goals, and lifestyle changes, in order to create a constant challenge and offer new activities that contribute to sustainable engagement.

The program includes over 30 verifiable activities, such as working out at one of over 40,000 participating fitness facilities, getting a biometric screening, and getting regular medical checkups. Recommended activities in the program are verifiable, whether through our broad biometric screening and participating fitness facility networks, trackable fitness devices, or authorized forms.

Go365 also takes into consideration the emotional impact of goal setting. For example: Recommending a member to lose 25 pounds to achieve their ideal body weight is difficult and likely to discourage them. However, recommending they lose 13 pounds as a first step can seem more feasible, which leads to stronger motivation and the greater likelihood of success. Members are also rewarded for reaching interim recommended activities as they work toward total health improvement.

Goals, Rewards, and Choices

We consult with our clients to help create an incentive strategy that's right for their employees, combining tangible incentives as well as contribution adjustments. Besides the benefit of improving their health and well-being, Go365 members are able to earn things they really want. The Go365 Mall has proven to be an exciting motivator and one of the core pillars behind our superior engagement numbers.

Earning rewards is simple. First, members complete healthy activities and receive Points. These Points convert into Bucks to be spent at the Go365 Mall for a wide array of merchandise. Accruing Points also raises a member's Status level, which makes them eligible for Bonus Bucks. In the end, ongoing rewards help reinforce positive behaviors and help drive long-term lifestyle changes.

"I cannot tell you how amazing this program has been for me. The amount of motivation and encouragement I get by earning Vitality Bucks has got me working out more than I ever thought I could. Thank you to whoever thought of this wonderful program!"

- Crystal
HumanaVitality/Go365 member

Earning Rewards for More Than Just Diet and Exercise

Health is a complex, interrelated series of decisions that go beyond what we eat and do. Go365 is structured to understand this and offers members the opportunity to earn rewards for activities that fall in any of the following four categories:

Education

We offer a variety of educational tools, including online health calculators, for members to earn Points. Our wide range of educational topics includes: nutrition, ways to get active, stress management, tobacco cessation, managing alcohol consumption, pregnancy, preventing heart attacks, and child nutrition. Members

Proposal for:
Kendall County

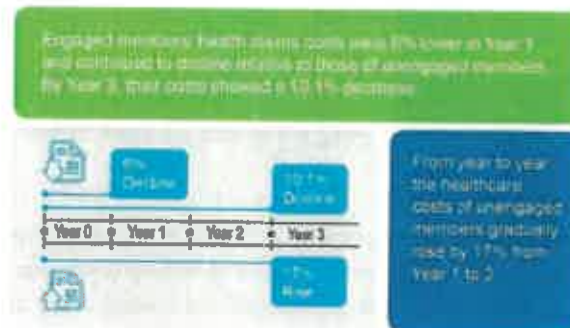
	can also earn Points for CPR and First Aid certification.
Fitness and Exercise	Members can see how a physically active lifestyle can greatly benefit their health. Members can earn Points through participating fitness facility workouts, participating in sports leagues and athletic events, or even everyday physical activities like walking the dog while using an approved fitness device.
Healthy Living	If members get their biometric screening and have numbers within healthy ranges, they earn additional Points.* Members with out-of-range results can also earn Points when they engage in an activity that can improve their health. We also reward Points for passing a nicotine test or for blood donations.
Prevention	Members can automatically earn Points when they visit a physician and receive appropriate preventive screenings based on recommended guidelines, such as a colorectal screening or mammogram. In addition, we reward members for receiving preventive dental and vision exams, nicotine tests, and flu shots as well as a yearly biometric screening.*

**Adult children are not eligible to earn Points or Bucks for biometric screening completion or in-range results. Although they do not earn Points or Bucks, it is still a valuable tool to help unlock additional points-earning opportunities.*

One of the most attractive features of Go365 is that the program is deeply rooted in verifiable data. Member activities are updated automatically using data feeds or authorized forms so members can monitor their progress at any time. Throughout the program, we also provide immediate, tangible feedback, showing members the health benchmarks they've reached, and providing help in selecting their next goals.

Return on Investment

In 2016 we released findings from the Three-year Impact Study of over 8,000 Humana employees. This comprehensive study, conducted by actuaries, suggests improved health through lower healthcare costs and utilization as well as fewer unscheduled absences among associates who actively participated in the program.



Following are some key findings that emerged from the study:

- Engaged program members averaged six fewer hours of unscheduled absences compared to unengaged members, who averaged 23 hours per year.
- As compared to the baseline, engaged members' health claims costs decreased 6 percent in Year 1 and 10 percent by Year 3. In contrast, unengaged members experienced a 17 percent increase by Year 3.
- Unengaged members had 56 percent more emergency room visits and 37 percent more hospital visits as opposed to all engaged members.
- Among all types of medical claims, the biggest difference in healthcare spending between engaged and unengaged members was seen in those with chronic health conditions. The percentage of engaged members with identified lifestyle factors in the low-risk range, increased by 24.4 percent over the three years, compared to only 14 percent for unengaged members.
- Engaged members without chronic health conditions were more likely to use healthcare for preventive care, such as routine check-ups, physicals, and screenings.

Proposal for: Kendall County

Additionally, we've seen measurable success with some of our groups. Five years ago, Toyota Engineering Motor Manufacturing (Toyota) was looking for a new solution to promote health and wellness companywide. They joined Go365 to help improve the health and well-being of their employees, which would, in turn, lead to reduced claims costs and increased productivity.

"It has helped me realize how much [Toyota] is committed to our wellness. The programs have given us opportunities to improve and the incentives show [better health] is important to our company."

We created an interconnected solution to help Toyota get their employees engaged at worksites across the country. As a result, a 2014 independent trend analysis from Truven on Toyota showed that engaged members had 8 percent lower claims costs than employees not engaged in the program. More than that, Toyota's employees responded positively to the wellness program and were eager to continue improving their health.

The Latest Technology Helps Track Progress

Technology turns over faster than any other industry, where hardware and software both are typically outdated within years—sometimes months—for something better, faster, and easier. Keeping up can be challenging, but with Go365, we've made constant and significant investments to develop and integrate innovative technology to bridge the gap between members and better health.

Our free Go365 App brings together all the best parts of Go365 into one convenient application, designed to help members stay healthy wherever they go. Through the App, members can:

- Complete a health assessment section in under two minutes
- Earn Points faster for athletic events or for achieving short-term activities, like trying a new healthy habit or meditating using the compatible, award-winning Stop, Breathe & Think app
- Connect preferred compatible fitness devices
- Customize profiles with personal pictures to stay motivated
- Go head-to-head with family and friends in Challenges
- Redeem Bucks in the Go365 Mall

Go365 also utilizes a participating fitness facility network of over 40,000 facilities to encourage physical activity. Many facilities are set up for automatic tracking of Points either via a check-in card swipe or Bluetooth-enabled Beacon technology, which allows for immediate recognition of a member when used with the Go365 App. The network also includes discounted memberships at many participating fitness facilities. If Go365 members go to a fitness facility that doesn't provide a tracking service, we offer a wide range of over 75 verifiable devices that track workouts, including:

- Heart rate monitors
- Pedometers
- Smartphone apps

"When I got my first job out of college my employer offered HumanaVitality. I realized I could get Vitality Points and earn free things, and the easiest way was to earn Points through exercise. My husband and I adopted a puppy from our local rescue, and he is the definition of 'high energy.' He now makes the perfect running buddy and we do a few miles several times a week."

- Kellie,
HumanaVitality/Go365 member

An Integrated Wellness and Rewards Program

Go365 is a robust and comprehensive wellness program with the unique capability to leverage the resources and information of a Fortune 100 health insurance company in ways other programs cannot.

Humana



Proposal for Kendall County

This depth of integration takes the many different components of health and puts them in a singular place, providing a clear and uncluttered approach to wellness.

The Go365 program is able to integrate with Kendall County's medical plans so Go365 members can submit verification of preventive exams to receive Points. Members can also submit proof of a routine preventive dental or vision exam using the Prevention Activity form, available by signing into Go365.com.

Depending on the scope of integration with outside vendors, some additional fees may apply. The assigned client experience manager (CEM) coordinates all plan features with any external vendors responsible for delivering services to Kendall County and your employees.

Go365 Kids Program

Practicing good health habits sets a good example for the next generation. Therefore, teaching children the importance of good eating, fitness, and prevention helps them maintain healthy lifestyles into adulthood. As an embedded benefit to all Go365 members, children under the age of 18 can contribute to their family's overall well-being through our Go365 Kids program. This program provides children fun and easy ways to remain healthy and active, including completing a child health assessment. Their participation in certain activities can also earn their families Points. Activities eligible for Points in the Go365 Kids program include:



- Team sports – Members submit proof of their child's activity via our online submission process, an authorized form, or simply through the App.
- Preventive care visit – Via integration with the medical carrier, we accept claims data to reward for preventive care.
- Dental/vision exams – Members submit proof of a routine preventive dental or vision exam using the Prevention Activity form, available by signing into Go365.com.
- Flu shot and immunizations – Via integration with Kendall County's medical carrier, we accept data feeds to reward for flu shots and immunizations.
- Employer-sponsored events – events that Kendall County creates through the Go365 Engagement Source.

HealthyFood Program

Eating healthy isn't always cheap or easy, but a good diet can go a long way toward helping offset long-term medical costs. HealthyFood is an innovative program that encourages eligible Go365 members* to make healthier selections at the grocery store by offering them up to 50 percent savings** on Great For You™ healthier food purchases at Walmart®. Members can save up to \$600 per year.



At a minimum, members will earn 5 percent savings on healthier food items; however, they can increase their savings up to a maximum of 50 percent when they play Pick 6. Pick 6 is a simple game that members can access via the Go365 App or online. To play, members tap six out of 12 squares to reveal the contents. The more healthy tiles they reveal, such as apples, the greater their savings.

Proposal for:
Kendall County

To sign up, eligible Go365 members sign in to [Go365.com](https://www.go365.com) or the Go365 App, complete their health assessment, biometric screening or log a workout, and request their HealthyFood Shopping Card. When members purchase approved healthier food items at Walmart, the cashier simply scans their HealthyFood Shopping Card to initiate the savings. All Great For You healthier foods qualify, and the savings are applied to the member's bill at the end of the transaction.

**The HealthyFood program is embedded in all of Humana's fully insured medical products and is available as a buy-up for self-funded clients. Go365 members must have Bronze Status or higher and must be 18 years of age or older to be eligible to participate in the HealthyFood program. The HealthyFood program is not available to all Go365 members and is only available with certain plans or products offered by Humana.*

***Standard program savings on Great For You healthier foods is 5 percent. Any increase in savings is variable and based on an eligible member playing the HealthyFood Pick 6 game. For complete Pick 6 game details, see Frequently Asked Questions online or on the Go365 App. Members must achieve Bronze Status or higher within 90 days of the Go365 program start or renewal date to remain eligible for program savings.*

**The HealthyFood program is only available at Walmart Neighborhood Markets and Walmart retail stores. Sam's Club stores are excluded from the HealthyFood program.*

Seamless Implementation and Ongoing Administration

Go365 is a turnkey program that can be implemented seamlessly. The assigned Humana Account Management team will be there for Kendall County from implementation through the renewal process, working closely with your administrators to set an appropriate engagement strategy specific to Kendall County, educate your employees on the program, and help provide a completely seamless implementation and program launch.

We make things simple by managing all program administration for you. We track all of the activities, count all the Points, issue and fulfill the rewards, and provide coherent reporting that keeps you informed of exactly how your population is making use of the program. Meanwhile, our tools are set up to help members help themselves live better and smarter. Each member's Go365 page can be accessed securely through [Go365.com](https://www.go365.com) and serves as their "home base" for tracking all incentive-based activities and for redeeming all rewards.

Throughout, we will provide different reports that track employee engagement and progress in improving the overall health of Kendall County:

- **Member Activity Report:** Provides aggregate data on member engagement and activity levels in each of the following four categories: Status, biometric screening, Points, and Go365 Age.
- **Member Engagement Report:** Provides data on program participation at the member level by reporting member completion of the health assessment, biometric screening (including the date completed), and Status level. Upon an opt-in basis, outcome-based reporting is also available through the Member Engagement Report.
- **Taxable Redemption Report (available online only):** If Kendall County elects to tax your employees on their redeemed Go365 rewards, this report provides you with the US dollar value of Go365 rewards redeemed by each of your employees for tax purposes and can be used to apply the appropriate value to each employee's W2.

Proposal for:

Kendall County

Our reporting capabilities continue to evolve and future enhancements will be communicated as they are made available to employers. We will also work with Kendall County one-on-one to discuss any specific reporting needs outside the standard reporting package.

Go365 Member Communications

Throughout the duration of the program, you'll receive our marketing assistance, including templates, posters, brochures, and employee announcement letters and emails. Kendall County can utilize the tools on our interactive website in conjunction with your current communications to create a unique message. We will provide access to all educational and promotional materials through our separate engagement web portal, the Go365 Engagement Source. Employers may also obtain materials from their assigned consumer experience consultant.

Based on their unique health profile, members will receive personalized email and push/in-app messages, secure, triggered and automated messages, along with direct mail to encourage them to achieve the recommended activities in their personalized experience to health. Communications are targeted to both "actively engaged" members as well as those who haven't participated by completing the Go365 Health Assessment, biometric screening or a verified workout.

Go365 also encourages members to brag about their hard work over social media – such as our exclusive Go365 Support Community, Facebook® and Twitter™ – to help reach members and drive participation. For example, members can log onto the Go365 Support Community and receive:

- Daily tips for getting the most out of the program
- Links to online nutrition or fitness guides
- Access to inspirational stories from other Go365 members



Go365 Champs Program

For Kendall County's more enthusiastic members, we encourage them to not only get actively engaged in the program, but have a say in how it impacts your population. They can sign up to become a Go365 Champ, where they can participate in training above and beyond our general member education to become knowledgeable on Kendall County's specific wellness offerings and help answer fellow employees' questions.



Go365 Champs don't need to be in a perfect state of health to participate in the program. They just need to be working toward their own healthy lifestyle and eager to share their momentum and energy with coworkers. Go365 Champs receive an array of communications, including posters, flyers, and pre-written emails, in order to help organize, lead, promote Go365, and motivate members to participate in healthy activities, such as biometric screenings, group walks and runs – even company-wide contests.

Go365 Champ Camp

Go365 Champ Camp is a fast-paced orientation session where Go365 Champs, chosen by Kendall County, have the opportunity to learn more about Go365 as well as best practices in developing an engagement plan. Training is done to demonstrate strategies and concepts to drive wellness initiatives. Go365 Champ Camp is an incredible opportunity to bring together individual Go365 Champs with a common purpose. We offer Kendall County Go365 Champ Camp solutions to meet your needs, such as hosting a "Day Camp" or "Half-Day Camp" experience at varying locations nationwide.

Proposal for:
Kendall County

Why Go365?

At Humana, we've integrated the best technology, behavioral and actuarial science, and resources on the market to offer Go365, a comprehensive wellness program that has the unique capacity to leverage the assets of a major insurance carrier. Through this model, we take the complexity that goes into improving the health of an entire population, and streamline it into a clear, systematic, and integrated approach that can help lower claims and productivity costs for Kendall County.

Horton 2019 Rate Card



Effective Period: Rates effective 1/1/2019 for effective date no later than 12/31/2019

Please note all fees are quoted on a per member per month (PMPM) basis unless specified otherwise.

Go365™ Administration Fee	Employee Count	100-499	PMPM
	Employee Count	500-999	\$4.04
			\$3.99
			\$0.25

Employer Commissions (Included in the Go365 Administration Fees listed above):

The following services are included in the monthly administration fee:

Go365 web portal content and Go365 App

Go365 Health Assessment (HA)

Designated account management: Account Management Professional, Consumer Engagement Professional, and Installation Administration Professional; in addition to onsite support for program launch

Unlimited Employer-sponsored Event (ESE) activities

Cost of rewards provided by the Go365 Jackpot and Surprise Rewards

Call center administration and management

Access to Go365 Engagement Source, an online employer portal for electronic communication materials and templates

Employer Go365 reporting package including four standard reports: Activity, Member Engagement, Taxable Redemptions, and Wellness & Health Promotion Performance

Downloadable self-submission activity forms for biometric screenings, preventive services and other recommended activities

Access to over 5,000 national retail clinics for biometric screenings

Go365 Champs program: provides support to selected Covered Persons to enable them to successfully promote Go365 to their co-workers

Sleep, Nutrition, Fitness, Mindfulness, etc. tracking through various connected apps

Incentive structure designed to encourage members to engage in Go365 and achieve personal wellness goals

Employee discounts via Go365 Mail for food delivery, race entry fees, weight loss resorts, travel, etc.

Data feeds accommodating eligibility and network fitness facilities

Beacon technology for additional capability to record completed activities

Broad suite of online health improvement programs including calculators, conversations, and courses

Healthy and (Optional) Buy One program	PMPM
	\$0.25

Help members save money on healthier foods at Walmart. Standard program savings on Great For You healthier foods is 5%. Opportunities to increase savings rate up to 50% may be available through promotions, games, or contests.

Bucks Estimated Average (Billed Monthly)	PMPM
	\$1.71

The Bucks average payment of \$1.71 PMPM is an estimation. Actual rewards payment will be calculated monthly based on actual results and outstanding balance is available monthly on billing statements. Rewards cost increases with member engagement. Employers that promote engagement in the program may realize higher actual reward costs.

Notes:

- *Rates are valid for new customers with program start date in 2019 with a 12 month contract. Other contract periods need to be reviewed and approved.
- *This rate card is not applicable for customers with Humana medical coverage.
- *Go365 Administration Fees are applied to all eligible members except dependent children. Eligibility cannot be determined by member opt in, and cannot be defined as active participation in the program.
- *Go365 Administration Fees do not include the cost for biometric screenings or beacons.
- *Preferred network retail biometric screening costs are \$50-\$60 per participant and will be billed back to customer. If approved, retail biometric vouchers can be removed from the group's Go365 site at a one-time cost of \$500.
- *Additional reports outside of standard self-service offerings may be subject to an additional fee.
- *Additional fees apply for customized printing and mailing.
- *Preventive claim file feed service is not included and would be additional fee if approved for setup.
- *Participation-based pricing is also available for groups with 500 or more employees. If interested in this option, please contact your Humana sales representative.



WELLBEING MANAGEMENT

EMPOWER

Expanded Member Engagement and
Health Management for Increased Savings



BlueCross BlueShield of Illinois

Wellbeing Management's Empower+ package includes outreach to a larger subset of employees, and gives all employees more options to engage. This expanded package can deliver greater near-term savings than Enable, health improvements and a guaranteed return on investment.¹



Holistic Health Management

This clinical model proactively targets members dealing with significant health challenges. A care team, led by a health advisor, collaborates to deliver tailored interventions that may help members adhere to their care plan, improve health outcomes and drive cost savings.² Members can interact with their health advisor through a variety of convenient channels, including the ability to schedule a callback.



Advanced Analytics

State-of-the-art algorithms help health advisors target members earlier in their health journey and deliver interventions that can have the greatest impact on health outcomes and cost of care.



Targeted Messaging

Personalized reminders emphasize the importance of annual visits, preventive screenings and immunizations. Engaging educational messages encourage members with chronic conditions, such as diabetes and asthma, to take actions to improve their own health.



Utilization Management (UM)

Evidence-based care yields improved health and financial outcomes. Our UM processes help prevent misuse and overuse, which can improve member health and reduce medical spend. Programs address the full spectrum of health care costs, including:

- Inpatient services
- Select outpatient services
- Specialty drug preauthorization



Well onTarget® Member Wellness Portal

Personalized action plans, wellness and lifestyle self-management programs and fitness and nutrition device integration jump start each employee's journey toward overall wellbeing. Convenient online programs address a variety of topics, including:

- Stress
- Weight loss
- Tobacco cessation
- Asthma, diabetes and other chronic conditions
- Sleep health
- Financial wellbeing



One-on-One Coaching

Professionally certified coaches counsel employees on health and lifestyle issues, fostering sustained involvement through phone contact or secure messaging via the interactive member portal. Examples of coaching topics include:

- Stress management
- Physical activity, nutrition and weight management
- Tobacco cessation
- Blood pressure, cholesterol and other chronic conditions



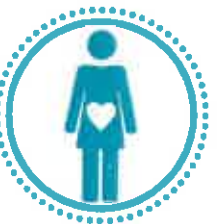
Blue PointsSM

Members can earn points for completing healthy activities like taking a Health Assessment, enrolling in a self-management program, joining the Fitness Program or using a fitness tracker.³ They can then redeem those points for merchandise.⁴



24/7 Nurseline⁵

Nurses guide members to the appropriate level of care for their health issue, answer general health questions and direct members to an audio library of 1,000+ health topics.



Special Beginnings[®]

This structured maternity program enables early identification of high-risk pregnancies and supports and educates expectant mothers from early pregnancy to six weeks after delivery.



Additional Coaching Solutions via Digital Health Partners

Expanded support for metabolic syndrome, obesity and diabetes delivered by third-party vendors helps reduce risks involved with costly chronic diseases.⁶

- Naturally Slim provides an anytime, anywhere online coaching program that builds behavioral skills to promote long-term weight loss and reduce the risk of metabolic syndrome.
- Omada integrates remote monitoring tools, interactive lessons and social community support to help prevent obesity-related conditions like diabetes and heart disease.
- Livongo delivers an end-to-end diabetes management solution that combines a connected glucose meter with personal support by certified diabetes educators.



Performance Guarantees

Return on investment guarantees, fees at risk and innovative performance payback for engagement and outcomes are available for accounts that qualify.



Comprehensive Reporting

Gain a deeper understanding of your population's behaviors through participation and outcome insights from multiple programs and channels.

To find out whether this solution can help your organization meet its goals for health benefits and cost management, contact your Blue Cross and Blue Shield of Illinois Account Representative.



¹ For accounts that qualify.

² Communications and information from the program are not meant to replace the advice of health care professionals. Members should talk to their doctors about their health care needs. Decisions regarding course and place of treatment remain with members and their health care providers.

³ Well onTarget is a voluntary wellness program. Completion of the Health Assessment is not required for participation in the program. The Fitness Program is provided by Tivity Health™, an independent contractor which administers the Prime Network of fitness centers. The Prime Network is made up of independently-owned and managed fitness centers.

⁴ Blue Points Program Rules are subject to change without prior notice. See the Program Rules on the Well onTarget Member Wellness Portal for more information. Member agrees to comply with all applicable federal, state and local laws, including making all disclosures and paying all taxes with respect to their receipt of any reward.

⁵ Not available to HMO members

⁶ Available to ASO accounts only. Not available for HMO networks. Charges per participant are billed via claims and come out of the employer group's medical spend. Naturally Slim is an independent company that provides Metabolic Syndrome Management for Blue Cross and Blue Shield of Illinois. Omada is an independent company that provides Obesity-related Chronic Disease Prevention Solutions for Blue Cross and Blue Shield of Illinois. Livongo is an independent company that provides Diabetes Management Solutions for Blue Cross and Blue Shield of Illinois. These companies are solely responsible for the services they provide.

Key Indicators:
**Contribution Report and
Wellness Contribution Modeling**

Prepared for: Kendall County

January 16, 2019

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Contribution Exhibit

Kendall County

CURRENT PRACTICE - 1/1/18 EE & ER Contribution vs. 1/1/19 EE & ER Contribution (2 Tier)

Assumes Wellness Participation

	1/1/2018 UHC Rates			
	EE	EE + SP	EE + C	Family
HMO 600	\$738.20	\$1,753.47	\$1,753.47	\$1,753.47
H.S.A.	\$771.17	\$1,831.55	\$1,831.55	\$1,831.55

	1/1/2019 BCBS Rates				
	EE	EE + SP	EE + C	Family	AV Calc
HMO 500	\$602.83	\$1,507.03	\$1,507.03	\$1,507.03	90.1%
H.S.A.	\$767.91	\$1,919.92	\$1,919.92	\$1,919.92	81.5%
HSA \$2800	\$593.98	\$1,734.18	\$1,734.18	\$1,734.18	72.8%

Months: 12

Aug-18	Jan-19
HMO 500	HMO 500
Participation	
35	36
4	0
4	0
14	20
H.S.A.	H.S.A.
Participation	
111	108
17	0
10	0
87	108
	HSA \$2800
Participation	
	4
	0
	0
	11
Total Employees	Total Employees
292	285

August 2018 Rates				January 2019 Rates			
	ER	EE	% of Total	ER	EE	% of Total	
EE	\$684.47	\$73.82	10.00%	\$642.55	\$60.28	10.00%	
ES	\$1,208.96	\$544.51	31.05%	\$1,024.79	\$482.24	32.00%	
EC	\$1,208.96	\$544.51	31.05%	\$1,024.79	\$482.24	32.00%	
Family	\$1,208.96	\$544.51	31.05%	\$1,024.79	\$482.24	32.00%	
EE	\$694.06	\$77.11	10.00%	\$691.19	\$76.79	10.00%	
ES	\$1,282.80	\$568.75	31.05%	\$1,305.55	\$614.37	32.00%	
EC	\$1,282.80	\$568.75	31.05%	\$1,305.55	\$614.37	32.00%	
Family	\$1,282.80	\$568.75	31.05%	\$1,305.55	\$614.37	32.00%	
EE	\$824.29	\$69.37	10.00%	\$824.29	\$69.37	10.00%	
ES	\$1,179.23	\$554.93	32.00%	\$1,179.23	\$554.93	32.00%	
EC	\$1,179.23	\$554.93	32.00%	\$1,179.23	\$554.93	32.00%	
Family	\$1,179.23	\$554.93	32.00%	\$1,179.23	\$554.93	32.00%	

Total August 2018 Contributions				Total January 2019 Contributions			
ER	EE	ER	EE	ER	EE	ER	EE
\$279,077.40	\$31,004.40	\$234,381.60	\$26,040.96	\$279,077.40	\$31,004.40	\$234,381.60	\$26,040.96
\$58,030.08	\$28,136.48	\$0.00	\$0.00	\$58,030.08	\$28,136.48	\$0.00	\$0.00
\$58,030.08	\$28,136.48	\$0.00	\$0.00	\$58,030.08	\$28,136.48	\$0.00	\$0.00
\$203,105.28	\$81,477.68	\$245,949.60	\$115,737.68	\$203,105.28	\$81,477.68	\$245,949.60	\$115,737.68
\$924,487.92	\$102,710.52	\$879,193.68	\$97,679.88	\$924,487.92	\$102,710.52	\$879,193.68	\$97,679.88
\$257,811.20	\$116,025.00	\$0.00	\$0.00	\$257,811.20	\$116,025.00	\$0.00	\$0.00
\$151,538.00	\$88,250.00	\$0.00	\$0.00	\$151,538.00	\$88,250.00	\$0.00	\$0.00
\$1,318,363.20	\$593,775.00	\$1,691,992.80	\$798,223.52	\$1,318,363.20	\$593,775.00	\$1,691,992.80	\$798,223.52
\$0.00	\$0.00	\$29,965.92	\$3,329.76	\$0.00	\$0.00	\$29,965.92	\$3,329.76
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$155,868.36	\$73,250.78	\$0.00	\$0.00	\$155,868.36	\$73,250.78
Premium Only	\$3,250,241.16	\$1,056,515.58	\$3,237,141.96	\$3,250,241.16	\$1,056,515.58	\$3,237,141.96	\$1,112,259.48
ER%/EE%	75.49%	24.51%	74.43%	75.49%	24.51%	74.43%	25.57%
Grand Total	\$4,305,756.72	\$4,349,401.44		\$4,305,756.72	\$4,349,401.44		

Affordability Test	
Employee only - Renewal Monthly Contribution	\$60.28
Annual Contribution	\$723.36
Annual Salary at 9.06% of contribution	\$7,336

Exhibit shows a 1.01% increase in annual premium based on enrollment shifts

Wellness Exhibit

Kendall County

CURRENT PRACTICE - 1/1/18 EE & ER Contribution vs. 1/1/19 EE & ER Contribution (2 Tier)
Assumes Wellness Participation

	1/1/2018 BCBS Rates			
	EE	EE + SP	EE + C	Family
HMO 500	\$802.83	\$1,507.03	\$1,507.03	\$1,507.03
H.S.A.	\$767.98	\$1,819.92	\$1,819.92	\$1,918.82
HSA \$2800	\$893.66	\$1,734.16	\$1,734.16	\$1,734.16

	1/1/2019 BCBS Rates				AV Calc
	EE	EE + SP	EE + C	Family	
HMO 500	\$802.83	\$1,507.03	\$1,507.03	\$1,507.03	90.1%
H.S.A.	\$767.98	\$1,819.92	\$1,819.92	\$1,918.92	81.5%
HSA \$2800	\$893.66	\$1,734.16	\$1,734.16	\$1,734.16	72.8%

Months: 12

Current HMO 500 Participation	Proposed HMO 500
36	36
0	0
0	0
20	20
Current H.S.A. Participation	Proposed H.S.A.
106	106
0	0
0	0
108	108
Current HSA \$2800 Participation	Proposed HSA \$2800
4	4
0	0
0	0
11	11
Total Employees	285

Wellness Participation				No Wellness Participation			
	ER	EE	% of Total	ER	EE	% of Total	
EE	\$542.55	\$80.28	10.00%	\$482.26	\$120.58	25.00%	
ES	\$1,024.79	\$482.24	32.00%	\$994.66	\$512.37	34.00%	
EC	\$1,024.79	\$482.24	32.00%	\$994.66	\$512.37	34.00%	
Family	\$1,024.79	\$482.24	32.00%	\$994.66	\$512.37	34.00%	
H.S.A.				H.S.A.			
	ER	EE	% of Total	ER	EE	% of Total	
EE	\$891.19	\$76.79	10.00%	\$614.39	\$153.60	20.00%	
ES	\$1,305.55	\$614.37	32.00%	\$1,267.15	\$652.77	34.00%	
EC	\$1,305.55	\$614.37	32.00%	\$1,267.15	\$652.77	34.00%	
Family	\$1,305.55	\$614.37	32.00%	\$1,267.15	\$652.77	34.00%	
HSA \$2800				HSA \$2800			
	ER	EE	% of Total	ER	EE	% of Total	
EE	\$624.29	\$89.37	10.00%	\$554.93	\$138.73	20.00%	
ES	\$1,179.23	\$554.93	32.00%	\$1,144.55	\$589.62	34.00%	
EC	\$1,179.23	\$554.93	32.00%	\$1,144.55	\$589.62	34.00%	
Family	\$1,179.23	\$554.93	32.00%	\$1,144.55	\$589.62	34.00%	

Wellness Participation				No Wellness Participation			
ER	EE	ER	EE	ER	EE	ER	EE
\$234,381.80	\$26,040.96	\$208,334.16	\$52,068.40	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$245,949.60	\$115,737.60	\$238,717.60	\$122,969.60	\$0.00	\$0.00	\$0.00	\$0.00
\$879,193.68	\$97,676.88	\$781,497.72	\$185,372.84	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$1,891,982.80	\$798,223.62	\$1,842,222.08	\$845,984.24	\$0.00	\$0.00	\$0.00	\$0.00
\$29,965.92	\$3,329.76	\$26,636.56	\$6,659.12	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$155,658.36	\$73,250.76	\$151,079.84	\$77,829.18	\$0.00	\$0.00	\$0.00	\$0.00
Premium Only	\$3,237,141.96	\$1,112,258.48	\$3,048,488.08	\$1,300,913.39			
ER%/ ER%	74.43%	25.57%	70.09%	29.91%			
Grand Total	\$4,349,401.44	\$4,349,401.44					

Estimated new \$ from contributions	\$188,653.90	Additional \$ from wellness programs if 0% screen
	\$94,326.95	Additional \$ from wellness programs if 50% screen
	\$47,163.48	Additional \$ from wellness programs if 75% screen
	\$18,865.39	Additional \$ from wellness programs if 90% screen

**GINA Compliance: GINA restricts an employer's ability to incentivize employees to provide genetic information, such as family medical history, in connection with a wellness program. "Genetic Information" is broadly defined under GINA to include information about an individual's genetic tests, genetic tests for the individual's family members and family medical history



**BlueCross BlueShield
of Illinois**

BlueResourceSM Overview for Employers



Welcome to BlueResource

Your resource for employee wellness communications

Take advantage of BlueResource if your company wants to encourage:

- Healthier employees
- Greater employee satisfaction
- Reduced absenteeism
- Higher productivity
- Lower medical costs
- Optimum use of health benefits

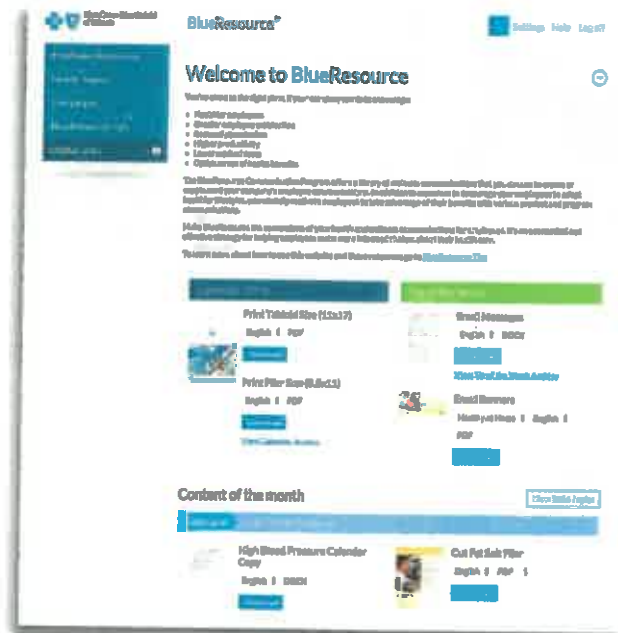
BlueResource can help put your employees on the path to wellness. BlueResource is available at no additional charge to all employers who offer Blue Cross and Blue Shield of Illinois (BCBSIL) health plans.

BlueResource offers an online library of wellness communications that you can use to create or supplement your company's employee communications. In addition to resources to encourage your employees to adopt healthier lifestyles, you can help motivate employees to take advantage of their benefits with various product and program communications.

The BlueResource employer site is:

- Well organized — Find *Employee Resources* to help your employees get the most from their health plan benefits, promote specific *Health Topics* or launch fully detailed *Campaigns*.
- Easy to navigate — Our user-friendly site makes it easy to find information and materials for the health topic you want to communicate to your employees.
- Searchable — You can filter by topic, by the type of collateral you need (fliers, email copy, videos and more) or by language (English or Spanish).

Make BlueResource the cornerstone of your health and wellness communications. Visit blueresourceil.com today to experience the BlueResource communication program! It's an economical and effective strategy for helping employees make more informed choices about their health care.





Life Points Rewards for Healthy Living

Well onTarget understands how hard it can be to maintain a healthy lifestyle. Sometimes you may need a little motivation. That's why we offer Life Points¹ to keep you climbing toward your wellness goals.

With the Life Points program, you will be able to earn points by regularly participating in a range of healthy activities. You can then redeem your points for popular health and wellness merchandise and services.

Life Points offers you many features:

Instant recognition of points

Real-time granting of points² gives you instant notice of your healthy efforts.

Easily manage your points

The interactive portal makes it easy to understand how many points are available to be earned. You can also track the total number of points earned year-to-date. All of your point data will be displayed on one screen.

Get more Life Points

The Life Points program gives you the option to supplement your Life Points balance using a credit card to redeem your points for a larger reward.

Expanded selection of rewards

Redeem your hard-earned points in an expanded online Shopping Mall. Reward categories include Apparel, Books, Health & Personal Care, Jewelry, Electronics, Music and Sporting Goods. In addition, check out the "Rewards on Sale" section for discounted merchandise including electronics, games, luggage and more.



Life Points and Well onTarget feature convenient online tools and personalized services that help support, inform and motivate you on a journey to wellness.

wellontarget.com

¹ Life Points Program Rules are subject to change without prior notice. See the Program Rules on the Well onTarget Member Wellness Portal for further information. Your company may have additional reward programs in place to encourage you to take advantage of certain preventive care and wellness activities or for making healthy changes. Check your employee benefits.

Blue Cross and Blue Shield of Illinois, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company (HCSC), an Independent Licensee of the Blue Cross and Blue Shield Association

Blue Cross®, Blue Shield® and the Cross and Shield Symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of Independent Blue Cross and Blue Shield Plans.

Well onTarget is a registered mark of HCSC.

Rewarding Healthy Behavior

Look how quickly your Life Points can add up! Sample activities that help you earn Life Points include:

Completing the onmyway™ Health Assessment (once every six months)	2,500 points every 6 months
Taking all 12 lessons of a Self-directed Course	1,000 points per quarter
Tracking progress in the online tools on the Well onTarget Member Wellness Portal	10 points
Enrolling in the Fitness Program⁴	2,500 points
Adding weekly Fitness Program visits to your routine	up to 300 points each week
Completing any Self-directed Course Milestone Assessment	up to 250 points per month
Participating in a Biometric Screening through the Well onTarget program	2,500 points per year
Connecting compatible fitness device or app	2,675 points
Tracking progress using compatible fitness device or app	55 points per day

Log on to wellontarget.com to access all the interactive tools and programs you need to start racking up Life Points. Check out the online Shopping Mall with an expanded array of rewards to help motivate you to earn more points.

wellontarget.com

¹ Does not include Life Points earned from the Fitness Program and Biometric Screenings activities.

² onmyway is registered mark of Onlife Health.

⁴ Healthways, Inc. is an independent contractor which administers the Prime Network of fitness centers. The Prime Network is made up of independently-owned and managed fitness centers. Onlife Health is an independent company that provides wellness services for the Well onTarget program.



Experience a New Kind of Wellness - Log in to the Well onTarget Portal

Well onTarget is designed to give you the support you need to make healthy choices. All while rewarding you for your hard work.

Well onTarget Member Wellness Portal

The member portal uses the latest technology to offer you an enhanced online experience. This engaging portal links you to a suite of innovative programs and tools.

- **onmytime Self-directed Courses.** Learn more about nutrition, fitness, weight management, tobacco cessation and stress through our online courses.
- **Health and Wellness Content.** Health Library teaches and empowers through evidence-based, user friendly articles.
- **Tools and Trackers.** Interactive tools help keep you on track while making wellness fun.
- **onmyway™ Health Assessment*.** You can take the Health Assessment to learn more about your health and receive a personal wellness report.
- **Life Points Program**.** Earn points by taking part in wellness activities and redeem them in the new online shopping mall.



Log in to the Well onTarget portal today!
See the reverse side for instructions.

Onlife Health is an independent company that provides wellness services for the Well onTarget program.

*onmyway is a registered mark of Onlife Health.

**Life Points Program Rules are subject to change without prior notice. See the Program Rules on the Well onTarget Member Wellness Portal for further information. Your company may have additional reward programs in place to encourage you to take advantage of certain preventive care and wellness activities or for making healthy changes. Check your employee benefits.

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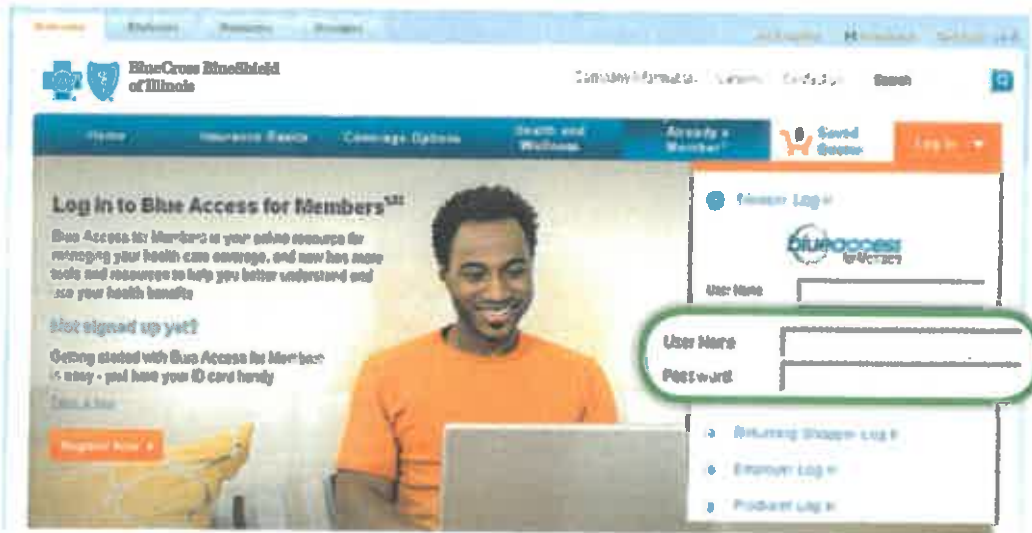
Well onTarget is a registered mark of HCSC.

You can access the Well onTarget Member Wellness Portal from your Blue Access for MembersSM account:



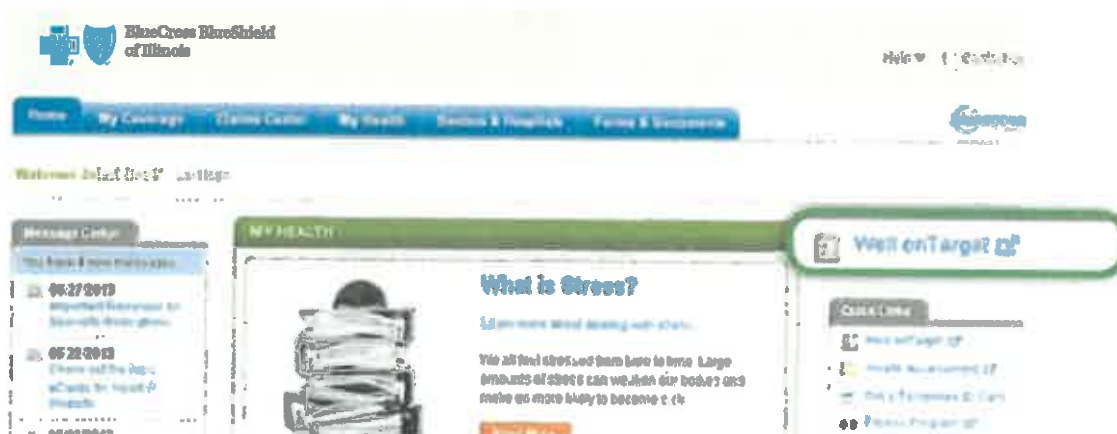
Log in or create an account here

Just log in to Blue Access for Members at bcbsil.com/members. If this is your first time logging in, you will need to register your account.



Click on the Well onTarget link to access the portal

Once you are logged in to Blue Access for Members, simply click the link on the right side of the page and it will take you to the Well onTarget portal, where you will find personalized tools and resources to help you plan your health and wellness path.



For questions about Well onTarget

Call Customer Service at 877-806-9380 or the Internet Help Desk at 855-803-6448, Monday - Friday 7 a.m. - 10 p.m. (CT), Saturday 7 a.m. - 3:30 p.m. (CT).



Make Your Fitness Program Membership Work for You!

Fitness can be easy, fun and affordable. Well onTarget makes it possible with the Fitness Program.

Available exclusively to members and their covered dependents (age 18 and older), the Fitness Program provides:

- Flexible membership, no long-term contract required. Enroll for a one-time fee of \$25 and \$25 per member per month.*
- Unlimited access to a nationwide network of more than 9,000 participating fitness centers.
- Online fitness center locator and views of your fitness center visits online.
- Easy online enrollment; automatic monthly payment withdrawal.
- Access to discounts through a nationwide Complementary and Alternative Medicine (CAM) network of 40,000 health and well-being providers such as massage therapists, personal trainers and nutrition counselors.
- Earn Life Points** each week for regular visits. You will earn a bonus 2,500 Life Points for joining the Fitness Program. Redeem points for apparel, books, electronics, health and personal care items, music and sporting goods.

Are you ready for fitness?

Enroll today online by logging in to Blue Access for MembersSM (BAM) at bcbsil.com. Prefer to sign up by phone? Call 888-762-BLUE (2583) toll-free, Monday through Friday, 8 a.m. – 9 p.m., in any continental U.S. time zone.



The Fitness Program opens the door to a network of more than 9,000 fitness centers for only \$25 per month! And you'll earn 2,500 bonus Life Points for joining.

bcbsil.com

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Blue Cross®, Blue Shield® and the Cross and Shield Symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans.

Well onTarget is a registered mark of HCSC.



Learn about the Fitness Program...

[Why Enroll?](#) [Benefits](#) [How to Enroll?](#)

Be Active, Have Fun, Get Fit.

Now, there's a program designed to make it easier for you to get fit, feel good and have fun while doing it!

The Fitness Program makes it easier for you to:

- Fit a quick workout into your busy day when it's convenient for you, wherever you are.
- Find the fitness center that fits you without the hassle of an annual commitment.
- Enjoy unlimited access to multiple fitness center locations for one low monthly fee.
- Meet new friends and have fun!

Enroll in the Fitness Program today to enjoy the benefits of a healthier you!



Get Started Now!

Find Fitness Centers Near You and Enroll Today

Search for participating locations near you by entering your zip code and desired search distance below. Take the next step to becoming the fitter, healthier person you want to be by enrolling in the Fitness Program today.

<p>Search for Fitness Centers</p> <p>Enter ZIP Code: <input type="text"/></p> <p>Search Distance: 25 Miles <input type="text"/></p> <p>Find Fitness Centers</p>	<p>Enroll Now!</p> <p>When you join the Fitness Program, you get unlimited access to a network of fitness centers, all for one low monthly fee. Search or enroll today!</p> <p>Begin Enrollment!</p>
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Frequently Asked Questions

[What fitness centers are part of the Fitness Program?](#)

[Why join the Fitness Program when I can find a less expensive option?](#)

[Do I have to pay taxes on my membership?](#)

[Am I locked into a contract when I enroll in the program?](#)

[What is the Fitness Program?](#)

It's easy to sign up.

1. Go to bcbsil.com and log in to BAM.
2. Under **Quick Links**, choose **Fitness Program**.
On this page you can enroll, search for fitness centers near you by zip code and learn more about the program.
3. **Click Begin Enrollment**, then search and select the fitness center that is best for you. Remember, you can visit any participating fitness center after you sign up.
4. Verify your personal information and method of payment. Print your temporary Fitness Program membership card. You will receive your official card by mail in a few weeks.
5. Visit a facility today!

Make new friends, take a class and try something new! Join the Fitness Program today. Log in to Blue Access for Members or call 888-762-BLUE (2583) toll-free, Monday through Friday, 8 a.m. – 9 p.m., in any continental U.S. time zone.

bcbsil.com

* The one-time enrollment fee and monthly membership fee for the Fitness Program are both subject to applicable taxes.
 ** Life Points Program Rules are subject to change without prior notice. See the Program Rules on the Well onTarget Member Wellness Portal for further information.
 The Fitness Program is provided by Healthways, Inc., an independent contractor which administers the Prime Network of fitness centers. The Prime Network is made up of independently-owned and managed fitness centers.



New Fitness Program Feature: Coupon Codes!

The Well onTarget Fitness Program is a great way for your employees to get healthy and feel good. The Fitness Program offers members the flexibility to work out at any of the 9,000 network fitness locations on their own time. And at only \$25 per month, it's one of the most flexible, affordable and accessible ways to adopt a healthy lifestyle and remain committed to it.

Get the Details

- Use a coupon code to offer members free enrollment: **A \$25 savings!**
- Customize codes for your group or organization that reinforce your internal wellness messaging: for example: "GetFitYoga" or "JoinNow".
- Codes should be under 15 characters for ease of use.
- Offer a complimentary promotion for up to four weeks once a calendar year.

Get Started!

We only need a few simple pieces of information to begin:

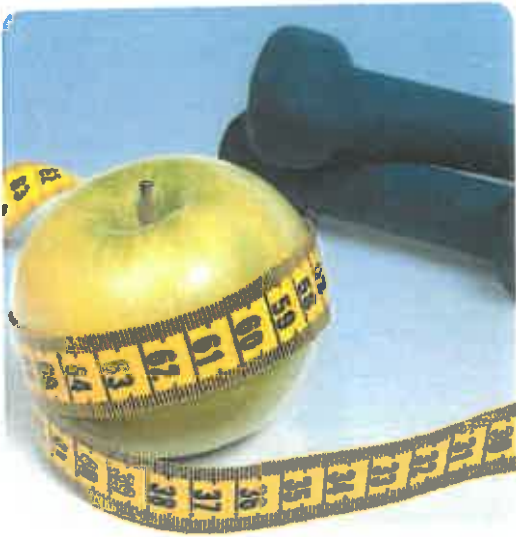
- 1 Company name: [Enter company name here]
- 2 Account number: [Enter account number here]
- 3 Coupon code desired (Or Healthways will choose/assign one to you): [Enter coupon code here]
- 4 Dates for promotional period: [Enter dates here]

SUBMIT



Tobacco Cessation and Weight Management Programs

Personal Support for a Healthier You!



Barry enrolled in the BCBSIL Tobacco Cessation program after smoking a pack a day for 34 years.

A Wellness Coach helped him set a quit date, prepare for psychological challenges and learn new coping skills.



Within two months, Barry completely quit smoking, began exercising and eating healthier. Now he exercises or chews sugar-free gum when he feels an urge to smoke. Barry credits the program's support and accountability for achieving his goal.

Most people agree – it's not easy to lose weight or quit smoking. That's why Blue Cross and Blue Shield of Illinois (BCBSIL) wants to help. Through Blue Care Connection®, BCBSIL offers two voluntary programs specifically designed to help you succeed – at no additional charge.

- **Tobacco Cessation**
If you want to quit smoking, the Tobacco Cessation program provides personal coaching, online tools, an audio library*, and discounts to wellness-related products and services.
- **Weight Management**
If you want to lose weight, the Weight Management program offers guidance and support through personal motivational coaching, an action plan for your lifestyle, online tools, an audio library*, and discounts to wellness-related products and services.

Enrolling in a program can help you.



After yo-yo dieting and trying multiple fad diets over the years, Sheila enrolled in the BCBSIL **Weight Management** program to reach a healthier weight and lead a more active life.



She focused on making simple changes to her daily routine: drinking more water, eating more slowly, controlling

portions, keeping a food journal, and walking three times per week.

Sheila is now excited about her current progress toward achieving her goal.

Personal Coaching

Once you are enrolled for one of these programs, you will be assigned to your own Wellness Coach who:

- Reviews your symptoms and problems
- Provides personal assistance with goal setting, resource education, tips and periodic progress checkups
- Assesses your commitment level
- Establishes a follow-up call schedule

Your Wellness Coach can also help you if you need support with behavioral disorders. Since many health issues involve some combination of physical, mental and social causes, addressing behavioral and medical issues at the same time can lead to a better overall quality of life.

Be sure to ask questions, share your feelings and build a trusting relationship with your coach – these valuable relationships will keep you motivated.

Enroll Today

There are two ways to get started with the Tobacco Cessation or Weight Management personal coaching programs:

- Call **Customer Service** at the phone number listed on the back of your member ID card to self-enroll.
- Receive a referral to a program from **your**: Completion of the Health Risk Assessment on the Personal Health Manager, or participation in a health fair offered by your employer.

Online Self-Guided Tools and Resources

If you are not comfortable working with a Wellness Coach, you can use a variety of online motivational and educational resource tools through the Personal Health Manager*.

Participate at your own pace and earn **Blue Points^{SM**}** all while helping yourself get healthy. You also can e-mail health and wellness questions to registered nurses, dietitians, trainers and life coaches for additional support.

To enroll in an online self-management program, visit bcbsil.com and sign in to **Blue Access[®] for Members**, a secure member website. Select **Personal Health Manager** and click **Weight Loss** or **Quit Smoking**.

*The Personal Health Manager may not be available to all members. The audio library is not available for HMO members. To verify that you have access to these resources, check with your group benefits administrator or call Customer Service at the number listed on the back of your member ID card.

** Blue Points Program Rules are subject to change without prior notice.

bcbsil.com



BlueCross BlueShield of Illinois

News from the Blues

for ProducersSM

December 17, 2014

Legislative Update

BCBSIL Expands Tobacco Cessation Coverage to Include Medications

The Affordable Care Act (ACA) requires non-grandfathered health insurance plans to cover preventive services that have received an 'A' or 'B' grade recommendation* from the U.S. Preventive Services Task Force (USPSTF). ACA also requires these services be provided with no cost sharing for the member when using a network provider, which means no copays, coinsurance or deductibles.

The USPSTF, an independent, volunteer panel of experts in prevention and evidence-based medicine, has given tobacco cessation interventions for adults an 'A' grade.

BCBSIL Tobacco Cessation Interventions Now Include Cessation Medications

As of Sept. 1, 2014, in addition to the currently covered tobacco-cessation counseling and screening for members who use tobacco products, Blue Cross and Blue Shield of Illinois (BCBSIL) covers with no cost share two 90-day treatment regimens for tobacco cessation medications per benefit period. This coverage includes a variety of FDA-approved tobacco cessation medications (including both prescription and over-the-counter medications) when prescribed by a health care provider.

Tobacco Cessation Medications

BCBSIL coverage without cost sharing for non-grandfathered plans includes a variety of FDA-approved tobacco cessation medications (both prescription and over-the-counter medications) as listed below.

Prescription	Over-the-Counter (OTC)
Buproban (bupropion SR 150 mg tablets)	Nicotine Transdermal Kits
Chantix	Nicoderm CQ and generics
Nicotrol Inhaler	Nicorette gum and generics
Nicotrol NS	Nicorette lozenges and generics
Zyban (bupropion SR 150 mg tablets)	

For More Information

Please share this information with your clients and prospects, and contact your BCBSIL representative if you have any questions about tobacco cessation coverage.

* Find more information on ["A" and "B" USPSTF recommendations](#). New recommendations can be issued at any time. A new recommendation must be covered beginning on the first plan or policy year that is one year after the recommendation is issued. Non-grandfathered plans/policies are required to cover these services beginning with plan/policy years starting on or after Aug. 1, 2012.

This communication is intended for informational purposes only. It is not intended to provide, does not constitute, and cannot be relied upon as legal, tax or compliance advice. The information contained in this communication is subject to change based on future regulation and guidance.

This material is not intended to be a substitute for the sound independent medical judgment of health care practitioners. Health care providers are instructed to exercise their independent medical judgment based on the patient's individual medical circumstances including, but not limited to symptoms, history, family history and other factors. The final decision about whether a particular service or treatment should be rendered is between the health care provider and the member.



Adult Wellness Guidelines

Making Preventive Care a Priority

Adult Health - for ages 18 and over

Preventive care is very important for adults. By making some good basic health choices, women and men can boost their own health and well-being. Some of these positive choices include:

- Eat a healthy diet
- Get regular exercise
- Don't use tobacco
- Limit alcohol use
- Strive for a healthy weight

* Recommendations may vary. Discuss the start and frequency of screenings with your doctor, especially if you are at increased risk.

Screenings	
Weight	Every 1-3 years
Body Mass Index (BMI)	Every 1-3 years
Blood Pressure (BP)	At least every 2 years*
Colon Cancer Screening	Adults ages 50-75 — colonoscopy every 10 years, OR flexible sigmoidoscopy every 5 years OR fecal occult blood test annually*
Diabetes Screening	Those with high blood pressure should be screened. Others, especially those who are overweight or have additional risk factors, should consider screening every 3 years.*
Hepatitis C (HCV) Screening	Once for adults born between 1945 and 1965
HIV Screening	Adults ages 18-65, older adults at increased risk and all pregnant women should be screened.
Immunizations	
Tetanus Diphtheria Pertussis (Td/Tdap)	Get Tdap vaccine once, then a Td booster every 10 years.
Influenza (Flu)	Yearly
Herpes Zoster (Shingles)	1 dose given at age 60 and over
Varicella (Chicken Pox)	2 doses if no evidence of immunity
Pneumococcal (Pneumonia)	1 dose at age 65 and over*
Measles, Mumps, Rubella (MMR)	1 or 2 doses for adults born in 1957 or later who have no evidence of immunity
Human Papillomavirus (HPV)	3 doses for women ages 18-26 if not already given. 3 doses for men ages 18-21 if not already given.*

Women's Health

Women have their own unique health care needs. To stay well, they should make regular screenings a priority. In addition to the services listed in the Adult Health section, women should also discuss the recommendations listed on the chart to the right with their doctor.

Men's Health

Men are encouraged to get care as needed and make smart choices. That includes following a healthy lifestyle and getting recommended preventive care services. If they follow a game plan for better overall health, they'll be more likely to win at wellness.

In addition to the services listed in the Adult Health section, men should also discuss the recommendations shown in the chart to the right with their doctor.

Learn more! Additional sources of health information include:

- ahrq.gov/patients-consumers/prevention/index.html
- cancer.org/healthy/index
- cdc.gov/healthyliving/

Women's Recommendations

Mammogram	Mammogram every 2 years for women ages 50-74.** Mammograms for older and younger women or annual mammograms may also be appropriate.
Clinical Breast Exam	Every 3 years for women ages 20-39. Annually for age 40 and over.
Cholesterol	Starting age and frequency of screenings are based on your individual risk factors. Talk with your doctor about what is best for you.
Cervical Cancer Screening	Women ages 21-65: Pap test every 3 years. Another option for ages 30-65: Pap test and HPV test every 5 years. Women who have had a hysterectomy or are over age 65 may not need a Pap test.*
Osteoporosis Screening	Beginning at age 65, or at age 60 if risk factors are present*
Aspirin Use	At ages 55-79, talk with your doctor about the benefits and risks of aspirin use.

Men's Recommendations

Cholesterol	Ages 20-35 should be tested if at high risk. Men age 35 and over should be tested.
Prostate Cancer Screening	Discuss the benefits and risks of screening with your doctor.*
Abdominal Aortic Aneurysm	Have an ultrasound once between ages 65-75 if you have ever smoked.
Aspirin Use	At ages 45-79, talk with your doctor about the benefits and risks of aspirin use.

You probably don't hesitate to ask your doctor about nutrition and exercise, losing weight and stopping smoking. But you can also ask about:

- Dental health
- Problems with drugs or alcohol
- Sexual behavior and sexually transmitted diseases
- Feelings of depression
- Domestic violence
- Accident/injury prevention
- Preventing falls, especially for ages 65 and over



* Recommendations may vary. Discuss screening options with your doctor, especially if you are at increased risk.

** At least every 2 years for women ages 50-74. Ages 40-49 should discuss the risks and benefits of screening with their doctor.

The recommendations provided in the table are based on information from organizations such as the Advisory Committee on Immunization Practices, the American Academy of Family Physicians, the American Cancer Society and the United States Preventive Services Task Force. The recommendations are not intended as medical advice nor meant to be a substitute for the individual medical judgment of a doctor or other health care professional. Please check with your doctor for individualized advice on the recommendations provided.

Coverage for preventive services may vary depending on your specific benefit plan and use of network providers. For questions, please call the Customer Service number on the back of your ID card.