



2021 BE WELL

PROGRAM GUIDE

WELCOME!

Just as we're called to our Mission, we are called to Be Well – mind, body and spirit. Everyone can have better health. Be Well empowers you to get there.

Be Well and live well. Be open to the possibilities: Be better mentally, physically, spiritually.




BE WELL is for everyone

Be Well is a voluntary program, and it's open to all Bon Secours Mercy Health associates as well as spouses enrolled in our Medical Plan.

Associates and spouses enrolled in our Medical Plan can earn a contribution to an account to help pay qualifying out-of-pocket health care expenses. The 2021 contribution will be made to a Health Reimbursement Account (HRA) or, for those enrolled in the High Deductible Health Plan option, a Health Savings Account (HSA). Associates and spouses also earn entries in our Be Well Sweepstakes.

Associates not currently enrolled in the Medical Plan can earn Be Well Sweepstakes entries. If an associate enrolls in the Medical Plan later in the year, they would then be eligible to earn HRA/HSA contribution.



Spouses enrolled in our Medical Plan should activate their own account at BSMHBeWell.com:

- Follow the prompts to Get Started and add the employee ID number with an “S” at the end.
- Include a valid email address to receive customized reminders and important updates.

Are you new to Bon Secours Mercy Health?

- If you're hired on or before Aug. 10, 2021, you're eligible for all Be Well incentives – including an HRA/HSA contribution and Sweepstakes entries.
- If you're hired after Aug. 11, 2021, you're eligible to participate in activities, challenges and programs for Be Well Boosts and Sweepstakes entries. Beginning in 2022, you'll be eligible for all Be Well incentives, including the HRA/HSA contribution.

The 2021 **BE WELL** experience

Be Well will come to you in two phases this year.

Phase 1

Phase 1 focuses on *you*. From January to June, participate in programs and challenges to earn points for mid-year Sweepstakes.

Phase 2

Phase 2 brings program requirements. Starting in early July, complete these requirements to earn the 2022 HRA/HSA contribution.



In early July, Be Well will be powered by new technology. This means your Be Well account will look a little different. It will be streamlined, straight-forward and user-friendly.

What's new in 2021?



Be Well With Baby

This comprehensive maternity management program for associates and spouses enrolled in the Bon Secours Mercy Health medical coverage provides clinical and lifestyle support for a happy, safe pregnancy and stress-free return to work. Completing Be Well With Baby qualifies eligible associates and spouses to earn a \$500 copay incentive, free prenatal vitamins and a hospital-grade breast pump. Visit BSMHBeWell.com and click Be Well With Baby for details.

Campaign-focused programs

We are keeping the focus on you. Throughout the year, Be Well offers specialized programming to help you address your physical, mental, spiritual and financial well-being. Look for more information at BSMHBeWell.com.

Phase
1

Focus on **YOU**

From January to June, the focus of Be Well is you – your interests and your well-being. Participate in a variety of programs and challenges meaningful to your spiritual, physical and mental well-being. Earn points for mid-year Sweepstakes.

Level 1: **1,000 pts.**

Level 2: **2,000 pts.**

Level 3: **3,000 pts.**

Prizes include a variety of gift cards and the grand prize \$5,000 Recharge Retreat – a voucher to create the experience of your choice – whether far from home on a bucket-list trip or to a close-to-home weekend with family and friends.



Phase
2

Back to **BE WELL** Basics

From July into December, earn the 2022 HRA/HSA contribution by completing program requirements, including:

- **Human Performance Assessment.** Online assessment to gauge your well-being and readiness in key areas of human performance.
- **Health Screening.** Health Screenings completed prior to July will appear in your Be Well account with your next steps beginning July. **If you need to complete a Health Screening, pick one of two ways to get your Health Screening by Oct. 1. You can:**
 - **Attend an on-site Health Screening.** Schedule an appointment at BSMHBeWell.com for a blood draw – available at no cost to you from June to Sept. 17 at many locations. Don't forget a spouse enrolled in our Medical Plan can schedule their own on-site appointment.
 - **Screen with your health provider.** Health Screenings completed since Sept. 26, 2020, will fulfill your screening requirement. Remember, any copays, deductibles or coinsurance related to a provider visit are your responsibilities.
 - If you screen with a Bon Secours Mercy Health provider, ask for a Be Well Health Screening and your results will go directly from MyChart to your Be Well account. Remember: All five screening measures must be completed during your visit for the transfer to occur.
 - If you screen with a non-Bon Secours Mercy Health provider, download a Health Provider Screening Form from BSMHBeWell.com. The form lists the specific biometrics your provider should complete. Submit the form as directed for results to upload to your Be Well account.

BIOMETRIC	TARGET RANGE	HEALTH OPPORTUNITY RANGE
HDL Cholesterol	Men Greater than or equal to 40 mg/dL Women Greater than or equal to 50 mg/dL	Men Less than 40 mg/dL Women Less than 50 mg/dL
Triglycerides	Less than 150 mg/dL	Greater than or equal to 150 mg/dL
Glucose*	Less than 100 mg/dL	Greater than or equal to 100 mg/dL
Blood Pressure	Less than or equal to 130/80 mmHg	Greater than 130/80 mmHg
Waist Circumference	Men Less than 40" Women Less than 35"	Men Greater than or equal to 40" Women Greater than or equal to 35"

* A reflex Hemoglobin A1C test will be included as part of the on-site Health Screening if a participant's glucose result is greater than or equal to 126 mg/dL. This will give you and your provider additional information about your health status.

- **Complete requirements based on Health Screening results.**

- **If you have zero Health Opportunities**, you may earn a Health Screening Pass! Your favorable results may allow you to skip a screening in 2022. You must complete the Human Performance Assessment to earn 2021 incentives.



Health Screenings are required at least every other year.

(My Activities will remind you when a screening is needed.)

- **If you have 1-2 Health Opportunities**, you must complete a qualified Lifestyle Management program. Visit BSMHBeWell.com and click on Enroll in a Lifestyle Management Program for more details and to enroll. Qualified programs include:

Fast Fitness*	Mission Nutrition*
Lighten Up*	Change Your Habits*
Mood & Food*	Live Empowered*
Intro to Mindfulness*	Be Well With Baby
Be Well With Diabetes	Clairity
Breathe Easy+	My Health Matters
Joyages	Wondr Health™ (formerly Naturally Slim)
Get Moving*	

*** These Human Performance Coaching programs must be completed as group coaching. One-on-one coaching does not fulfill the Lifestyle Management Program requirement.**

- **If you have 3 or more Health Opportunities**, you must complete a qualified Health Management program and follow up with your provider.

- For more information and to enroll in a Health Management Program, visit BSMHBeWell.com under Enroll in a Health Management Program.

Qualified programs include:

My Health Matters	Breathe Easy+
Be Well With Diabetes	Clairity
Be Well With Baby	Wondr Health™ (formerly Naturally Slim)
Joyages	

- Follow up with your provider to discuss your results. A virtual visit – by phone, email and MyChart message – allows you to discuss results and how to address your Health Opportunities. Once you’ve talked with your provider, visit BSMHBeWell.com under Follow Up with your Provider and click “I did this” to claim credit for your visit.



This follow-up appointment will not automatically upload from MyChart to Be Well. You must click “I did this” to get credit for completing this requirement.



With Be Well's technology update, program requirements will appear in your Be Well account starting in early July. All Health Screening results completed prior to this date will upload to Be Well, too.



Download the Be Well App

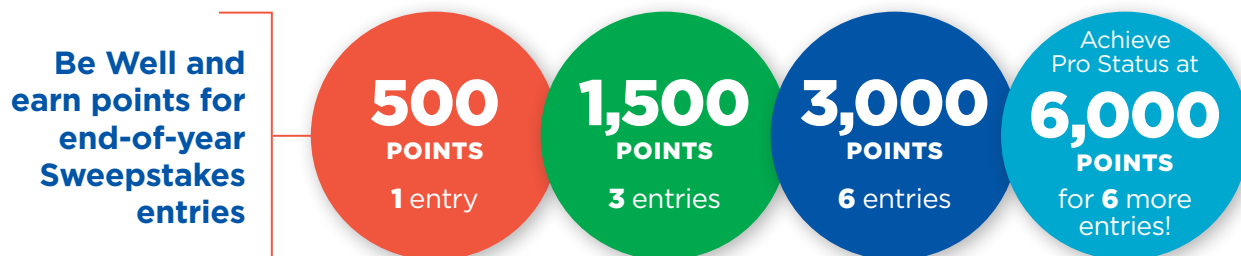
Once you activate your account at BSMHBeWell.com, download the Aduro app to have all Be Well programs, challenges and resources at your fingertips. Follow your favorite Human Performance Coaching Path, register for a Health Screening, join challenges, track your progress and follow My Activities.







Phase 2 BE WELL Wins

Besides better overall health and well-being, your rewards for participating in Be Well could include:

- Be Well Sweepstakes.** Points reset to zero as we kick off the second round of give-aways for end-of-year Sweepstakes. Participate in activities, challenges, programs and events to earn points toward entries in the end-of-year sweepstakes. Prizes include gift cards worth hundreds of dollars and the grand prize Recharge Retreats, \$5,000 travel vouchers to create the experience of your choice.



- HRA/HSA Dollars.** Earn a 2022 Health Reimbursement Account or Health Savings Account contribution to pay in-network medical, dental and pharmacy expenses for those enrolled in your Medical Plan. Complete Be Well requirements by Dec. 17 to earn a up to \$1,200 in HRA funds or \$900 in HSA funds for qualifying out-of-pocket health care expenses.

Medical Plan Coverage Level in 2021	Associate Only 	+ Spouse 	+ Child(ren) (Spouse not covered) 	+ Family (Spouse covered) 
Health Reimbursement Account contribution for enrollees in most 2022 Medical Plan options	\$600	\$600 each, associate and spouse, up to \$1,200	\$1,200	\$600 each, associate and spouse, up to \$1,200
Health Savings Account Contribution – for enrollees in 2022 High Deductible Health Plan	\$450	\$450 each, associate and spouse, up to \$900	\$900	\$450 each, associate and spouse, up to \$900

2021 Key Dates

Take advantage of opportunities to Be Well and earn rewards.



JAN. 19

Log on to BSMHBeWell.com

Activate your account to access a variety of resources to address your well-being in mind, body and spirit.

JUNE 14

On-site Health Screenings Begin

Schedule an appointment for an event near you at BSMHBeWell.com under Complete a Health Screening.

JULY 12

New Be Well platform experience

Visit BSMHBeWell.com for a new streamlined Be Well experience. And, start working to complete program requirements.

SEPT. 17

On-site Health Screenings End

OCT. 1

Complete Health Screening Requirement

If you see an employed Bon Secours Mercy Health provider, your results will transfer from MyChart to Be Well (if all values are present). Check My Activities to confirm results have transferred.

If you see a non-Bon Secours Mercy Health provider, submit a completed Health Provider Screening Form.

NOV. 5

Enroll in a Lifestyle or Health Management Program, if required

Based on your Health screening results, you may have additional program requirements. Check My Activities for your outstanding requirements.

DEC. 17

Complete all Program Requirements

Check My Activities for outstanding program requirements which may include:

- Human Performance Assessment
- Lifestyle or Health Management Program
- Follow-up with your provider (self-report at BSMHBeWell.com)

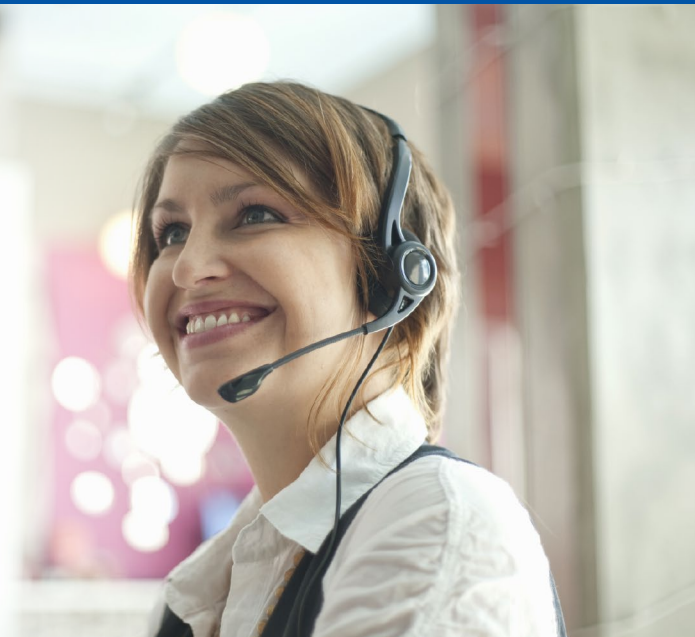
Last day to earn points for Sweepstakes entries.

- Level 1: 500 points
- Level 2: 1,500 points
- Level 3: 3,000 points
- Level 4: 6,000 points

Contact us

If you have questions concerning program eligibility, HRA/HSA contributions or generally program information, please call Associate Services Center at 877-692-7780 weekdays 9 a.m.-5 p.m. ET.

If you have questions concerning BSMHBeWell.com, scheduling an on-site Health Screening, completing the Human Performance Assessment or details about challenges and programs, please contact Be Well Support at BeWellSupport@adurolife.com or call 855-376-6474 weekdays 9 a.m.-9 p.m. ET.



This guide is provided as a summary of the main features of employer benefits provided to you and your eligible dependents, effective on or after Jan. 1, 2021. While every effort has been made to provide accurate information, if there are any discrepancies between the information provided in these plans and the official Plan Documents, the Plan Documents will govern. As in the past, Bon Secours Mercy Health can change, amend or terminate these plans and programs at any time. This guide does not serve as a guarantee of continued employment, nor does it guarantee eligibility for or participation in any of these benefits.

The benefits described herein may not automatically apply to associates at all locations or associates covered under a labor agreement.