

REASONABLE ALTERNATIVE STANDARDS

TO EARN WELLNESS INCENTIVES

Reasonable alternative standards (RAS) are options that you have if you are unable to meet the wellness program requirements for specific reasons.

\$20 Healthy Measures Premium Incentive RAS Options

The healthy measures RAS requires a minimum of four weeks to complete. Consider the RAS timing requirements when completing your biometric screening during the wellness program year. You must complete RAS requirements by Oct. 31, 2023.

See the "Path to Wellness" menu section of your Asset Health portal or contact Asset Health Support at support@assethealth.com to ask about the coaching programs. To get a head start, you can begin a RAS program prior to completing a biometric screening. A biometric screening will tell you the number of health measures met/improved. *Employees hired between Sept. 2, 2022 and Sept. 1, 2023 are considered new hires. New hires do not have the improvement factor as part of their program. Improvement is based off biometrics submitted for the Wellness program from the prior year.*

Number of Measures Met or Improved by 5%	Reasonable Alternative Requirement
You did not meet or improve in any health measure.	Complete *My Healthy Plan (MHP) . By completing MHP, you earn the \$20 healthy measures premium incentive AND \$500 for your HRA.
One health measure = \$100 for your HRA.	Complete *My Healthy Plan (MHP) . By completing MHP, you earn the \$20 healthy measures premium incentive AND \$500 for your HRA.
Two health measures =\$200 for your HRA.	Complete at least one PTW coaching program to earn the \$20 healthy measures premium incentive. Complete three PTW coaching programs to earn the full \$500 for your HRA. Or You also have the option to complete the *My Healthy Plan (MHP) to earn the \$20 healthy measure premium incentive and the HRA missed.
Three health measures =\$300 for your HRA.	Great job; You earned the \$20 healthy measures premium incentive! Complete two PTW coaching programs to earn the full \$500 for your HRA. Or You also have the option to complete the *My Healthy Plan (MHP) to earn the HRA missed.
Four health measures =\$400 for your HRA.	Great job; You earned the \$20 healthy measures premium incentive! Complete one PTW coaching program to earn the full \$500 for your HRA. Or You also have the option to complete the *My Healthy Plan (MHP) to earn the HRA missed.



PTW

The PTW coaching program is located under Path to Wellness on the menu bar. All the choices located on the left-hand side menu marked with PTW are eligible programs for the RAS.



*My Healthy Plan (MHP)

MHP is a program that includes coordination with your physician and completion of Knowledge courses on the Asset Health portal. Your physician must review and sign the MHP program form. Submit the completed form to Asset Health.



\$45 Tobacco-Free Medical Premium Incentive RAS

If you tested positive on the cotinine/tobacco test, you can earn the tobacco-free medical premium incentive by completing the **RAS**, the *Tobacco-Free Me* coaching program.

See the "Path to Wellness" menu section of your Asset Health portal or contact Asset Health Support at support@assethealth.com to ask about Asset Health's *Tobacco-Free Me* (TFM) coaching program.

Complete the TFM coaching program before Oct. 31, 2023. A minimum of four weeks is required to complete the TFM coaching program, so be sure to begin the TFM coaching program prior to Sept. 1 to complete it by Oct. 31.

- New hires are cotinine tested during pre-employment drug screening. They have four weeks from their benefits-effective date to complete the TFM coaching program to earn back the current year tobacco-free medical premium incentive. After the four weeks have passed, if the TFM coaching is completed prior to Oct. 31, then the incentive will be earned for 2023 calendar year.

NOTE: You do not need to wait until you test positive for cotinine/tobacco to start the TFM coaching program.

- If you already know you are going to test positive for cotinine/tobacco, you can start the program at any time. Log in to your Asset Health portal and click on Path to Wellness in the menu. Find the TFM coaching program and get started.
- If you use your personal physician for the biometric screening and you are a tobacco user, you can complete the TFM coaching program and earn the tobacco-free incentive without a cotinine test.