

Micropulse Health Incentive Plan

This incentive plan is based upon a prerequisite of employees participating in the annual on-site Wellness Screening and HRA (Health Risk Assessment) conducted by Parkview. The plan is point-based; you will earn points for each Healthy Living Activity that you complete throughout each year (i.e., prevention and other wellness screenings) and you can also earn points based on the results of your screening. The eligible activities are listed below with their corresponding point values.

Wellness Screening (Done on-site at Micropulse through Parkview)	Points
A1C in-range*	4
LDL in-range or improve from previous year*	4
Blood Pressure in-range or improve from previous year*	4
Non-Tobacco user (to receive these points, the <i>Declaration Form for Tobacco Use</i> must be filled out)	5
Meeting with Wellness Coach to review Lab results and HRA (Health Risk Assessment) results <i>or</i>	2
Follow-up with General Practitioner or Family Doctor on Lab and HRA (Health Risk Assessment) Results	5

*Points for improving A1C, LDL, and Blood Pressure will only be awarded if you participate in the onsite wellness screening offered at Micropulse in the current and previous years' screenings; appropriate ranges and improvement ranges will be calculated by Parkview. Additionally, if you cannot attain the result because it is unreasonably difficult for you to achieve or it is medically inadvisable for you to achieve the result, please contact a member of the HR team and you will be given a reasonable alternative which, if satisfied, will allow you to earn the full credit.

Prevention	Points
Teeth Cleaning (up to twice per year)	1
Optometrist Visit (once per year)	1
Other Wellness Screenings (No more than 3 points per year)	
Heart Smart CT scan	1
Pap Smear Screening (recommended for females over 21)	1
Mammogram Screening (recommended for females over 40)	1
Colonoscopy Screening	1
Flu Shot	1
Other Wellness Screening (must be approved by HR and Administration)	1
Community Wellness Event (No more than 2 points per year)	
Community Wellness Event (i.e., Fort 4 Fitness)	2

Participation in the annual Wellness Screening/HRA and the total number of points that an employee earns at the end of the year will determine their eligibility for an incentive check as shown below.

Level	Wellness Screening and HRA Completed + Points Earned	Incentive Check Amount (\$)
4	Completed Wellness Screening, HRA, and 26+ Points	\$400
3	Completed Wellness Screening, HRA, and 18-25 Points	\$300
2	Completed Wellness Screening, HRA, and 10-17 Points	\$200
1	Completed Wellness Screening and HRA	\$50

Points that are earned through the wellness screening will be confidentially tabulated by Parkview and submitted to HR. It will be each employees' responsibility to bring proof of participation for Prevention and Other Wellness Screenings/Community Wellness Events listed (receipt, etc.) to Human Resources for acceptance and reporting purposes.

All points for *Prevention* and *Other Wellness Screenings* will be earned by following a calendar year (January through December) and will reset each year.

Incentive checks for points earned throughout each year will be issued by February of the following year.

Please note that these amounts *will* be taxable.

The last day to turn in receipts for 2022 is Thursday, December 22, 2022.