

Be Healthy

Be Healthy is our wellness program. It is designed to educate and reward you for taking steps to live a healthier life. Through *Be Healthy*, you'll learn about making lifestyle changes to reduce your health risks and improve your wellbeing.

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HOW TO SELECT YOUR REWARD

After you complete the requirements for a reward, you will receive an email (provided your email address is included in your profile on the wellness website) confirming that a deposit has been made to your reward account. For your reward, you can choose gift cards from more than 100 national retailers, restaurants, entertainment and travel providers or choose a Visa gift card.

The reward of your choice will be mailed to your home address. Please note that after you earn a reward, it may take *Be Healthy* 6 - 8 weeks to process it.

The IRS considers rewards a part of your pay. The tax for your rewards will be shown on your paycheck as tax on additional pay. On average, the tax on a \$25 reward will be around \$5. You will be taxed for rewards you receive for your spouse too.

YOUR PRIVACY IS PROTECTED

It is important for you to know that Texas Health uses independent companies to operate the wellness programs and provide health coaching. They provide only summary reports to Texas Health, not individual employee's personal health information. Texas Health uses the summary data to make decisions about what benefit programs we will offer to employees.

To Contact Be Healthy

- Log on to www.MyTHR.org and click the link to Be Healthy.
- For information about programs, call 1-877-698-4754, prompt 4.
- For information on rewards, call OptumHealth at 1-877-698-4754, prompt 4, then 3.



Health Assessment

Taking the Health Assessment each year gives you a record of your progress on your health journey. Many of the questions it asks are things you can easily answer like your physical activity level, stress level, eating and smoking habits, alcohol and tobacco use, and seat belt use.

To make the most of your online health assessment, write down your current weight, blood pressure and cholesterol and have the information handy when you complete the assessment.

When you finish entering your information, you'll receive results in a report that gives you information about what you're doing well, how you can improve, and what goals might be appropriate for you.

TIMING IS IMPORTANT

By completing your Health Assessment on time, you can earn a \$75 reward. If you are covering your spouse under the Total Health Medical Plan, and your spouse completes the Health Assessment on time, you can receive an additional \$25.

- **Active employees:** Complete your Health Assessment during Open Enrollment, Nov. 1 - 15, 2012.
- **New employees:** Complete your Health Assessment within 14 calendar days of your hire date.
- **Newly eligible employees:** If you were previously not eligible for benefits and are now eligible (for example, if you were a PRN and are now a benefits-eligible employee) complete your Health Assessment within 31 calendar days of becoming eligible.
- **Spouses enrolled in our medical plan in 2012:** Complete your Health Assessment during Open Enrollment, Nov. 1 - 15, 2012.
- **Spouses who were not enrolled in our medical plan in 2012:** Complete your Health Assessment during Open Enrollment in November 2013.

HOW TO ACCESS

To complete the Health Assessment, employees go to www.MyTHR.org and select the *Be Healthy* link in the upper left corner. Spouses go to www.BeHealthyTHR.org. Make sure your pop-up blocker is turned off before you begin.

COMPLETE YOUR PROFILE

When you log on to the wellness website for the first time, you will be prompted to complete a profile. The email address you provide is used to send you the notification that your award has been deposited to your reward account.

Your spouse must log on and complete a profile to earn rewards too. Spouses enrolled in the 2013 Total Health Medical Plan will not earn a reward until open enrollment in November 2013.



Paul Palermo
Nursing Supervisor
THFW

TICKET TO HEALTH

BEFORE YOU DECIDE
WHERE TO GO, MAKE
SURE YOU KNOW WHERE
YOU ARE. WHAT'S YOUR
STARTING POINT?

FOCUS ON HEALTH - WELLNESS - PREVENTION

You will receive a \$75 reward for completing the online Health Assessment by the deadline. If your spouse is covered by the Total Health Medical Plan and completes the Health Assessment on time, you will receive an additional \$25.

Preventive/Wellness Exam

Seeing a doctor every year for a routine wellness exam is one of the best things you can do to maintain good health. Speaking face-to-face allows your doctor to help you understand and manage your health risks.

Also, your doctor may be able to identify your risk for future medical problems, screen for diseases, encourage a healthy lifestyle, and update your vaccinations. Plus, it is important to have a relationship with a doctor in the event of an illness in the future.

If those weren't good enough reasons to get a wellness exam, employees enrolled in the Total Health Medical Plan receive a \$100 reward from *Be Healthy*. If your spouse is also covered by the Total Health Medical Plan in 2013 and gets a preventive/wellness exam, you will receive an additional \$25. Your spouse must complete a profile on the *Be Healthy* site to earn rewards.

HOW TO PARTICIPATE

Schedule your annual wellness exam with a doctor who is part of the UHC Choice or Choice Plus network. Your exam may be performed by your primary care physician or women can get a well-woman exam with their gynecologist.

Based on the results of your preventive/wellness exam, your doctor may recommend that you participate in one of the wellness programs.

After your exam, your doctor will file your claim. Once it is processed, you will receive a reward notification. If you had lab tests done at the same time as your preventive/wellness exam, they are billed separately and your rewards may arrive at separate times. See p. 7 for details on getting your lab tests done at your doctor's office.

It is important that your doctor's office codes your visit as a "wellness exam" and not a routine office visit so you will be able to receive this reward.

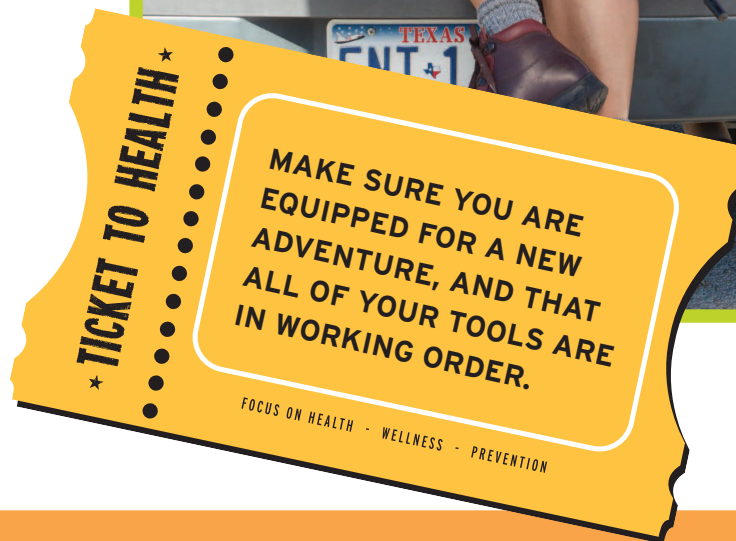
If you are enrolled in the Total Health Medical Plan, *Be Healthy* gives you a \$100 reward for getting a preventive/wellness exam anytime during 2013.

If your spouse is also covered by our medical plan and gets a preventive/wellness exam in 2013, you receive an additional \$25.



Melanie Wright
Lab Manager
THK

Kim Le
Medical Lab Scientist
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Be Healthy Basics

Be Healthy Basics are measures of your physical condition — like having lab tests or getting your blood pressure taken — that provide clues about your health. Your *Be Healthy Basics* tell you and your doctor about your current health and identify health risks. You need to understand what your *Be Healthy Basics* results mean and take action to ensure they are all within healthy ranges.

You may get your *Be Healthy Basics* at your entity's health fair or your physician may order the lab panel anytime during 2013.

TWO WAYS TO EARN THIS REWARD

1. If at least two of the following *Be Healthy Basics* are within the healthy range, you earn the \$50 reward:
 - Your total cholesterol is less than 200 mg/dl
 - Your blood pressure is 130/80 or lower
 - Your body mass index (BMI) is 25 or lower.
2. If you do not have at least two *Be Healthy Basics* that fall within these ranges, you can still qualify for the \$50 reward by completing one of the following prior to December 31, 2013:
 - Weight Watchers (see page 9 for details)
 - Health Coaching by phone (see page 10 for details).

GETTING YOUR BASICS AT A HEALTH FAIR

Each entity that has at least 100 employees holds an annual Health Fair to give employees an opportunity to increase their awareness of their health risks. If you attend your entity's on-site health fair, your *Be Healthy Basics* will include your blood pressure, blood glucose, cholesterol/lipids, body mass index (BMI), and body fat percentage.

GETTING YOUR BASICS AT YOUR DOCTOR'S OFFICE

If you prefer to get your *Be Healthy Basics* at your doctor's office instead of at the health fair, you can still receive credit for your *Be Healthy Basics*. (If your physician orders the lab panel, remember to use a UHC Choice or Choice Plus network lab.)

Here's what you need to do:

- Call 1-866-235-8740 and request a Health Provider Screening form to take to your doctor's office. You can call Monday – Friday between 8:00 a.m. and 10:00 p.m. Central time.
- A representative will email it to you within one business day. If you do not have an email address, customer service will mail your form and you should receive it within 10 business days.
- After your doctor completes the form, fax it to 1-877-457-2612. The forms are processed daily.

BE IN THE GREEN WITH YOUR *BE HEALTHY BASICS*

This table shows the ranges for the *Be Healthy Basics*. Ideally, all of your *Be Healthy Basics* results will be in the green range.

Body Mass Index	18.5 - 25	26 - 29	30 or higher
Blood Pressure	Under 130/80	130 - 139/ 80 - 89	140 or higher/ 90 or higher
Total Cholesterol	Under 200	200 - 239	240 or higher
Triglycerides	Under 100	100 - 149	150 or higher
HDL	60 or higher	41 - 59	40 or lower
LDL	Under 100	100 - 159	160 or higher
Glucose (measured before eating)	Under 100	100 - 125	126 or higher
Tobacco	Non-user	Tobacco User	

	Healthy
	Unhealthy
	Dangerous

You will receive a \$50 reward if at least two of your *Be Healthy Basics* are within the healthy range.

Otherwise, you may qualify for the reward by completing Weight Watchers or Health Coaching.



Alyssa Taylor
Speech Pathologist
THAM

Fitness Memberships

Benefits-eligible employees receive discounts at the Texas Health hospitals on-site fitness centers, located at Arlington Memorial, Dallas, Fort Worth, Denton, HEB, Cleburne and Burleson. Employees also have access to thousands of fitness centers nationwide — from respected national chains to small independent facilities — at below-retail rates through www.globalfit.com/thrtotalhealth or by calling 1-800-294-1500.

As a benefits-eligible employee, you can join the Cooper Aerobics Center at Craig Ranch for \$50 per month (a \$20 discount). You pay an additional cost for family members.

To find out more about these programs, visit MyTexasHealth. Go to the People & Culture heading, then select *Be Healthy*.

Shape Up Texas Health

Shape Up Texas Health is a website you can join to participate in physical activity and nutrition challenges. It tells you about group challenges with coworkers – and it's available throughout the year to enable you to interact with coworkers to support each other's efforts to be more active.

When you sign up for Shape Up Texas Health, you will receive a welcome kit including an exercise log book, a wristband, and a pedometer. If you lose or break your pedometer, you can request a replacement anytime.

Participating in challenges is fun and easy. Join a team of five to 11 of your coworkers. Each week of the competition, log your results by phone or online. You will earn a prize for completing

each challenge. For more information, all employees can go to www.shapeuptexashealth.org.

Be Healthy Breaks

After work isn't the only time you need to engage in physical activity. *Be Healthy Breaks* are short 5-10 minute videos designed specifically for Texas Health employees at work. You can do them at your desk, during a break from a long meeting or even at a nurse's station. To find them on MyTexasHealth, search for "Be Healthy Breaks."

Try this video...	When you...
Cardio Stress Relief	Need to relieve stress with physical activity
Cardio Standing	Want to increase your heart rate while standing
Cardio Sitting	Want to increase your heart rate while sitting
Conference Room	Have a break during a long meeting
Core Strength	Need to counteract the negative effects of sitting at a desk all day
Nurses Station	Stand for long periods of time
Office Fitness	Work at a computer for a long period of time
Flexibility: Floor	Need to relieve stress and have room to lie on the floor
Flexibility: Seated	Need to relieve stress while sitting
Relaxation & Yoga	Need to relax

Weight Watchers®

Texas Health employees who participated in Weight Watchers lost a total of 23,241 pounds in 2011! We have heard many stories from employees losing weight with Weight Watchers At Work meetings. They're convenient and you have nothing to lose but the pounds!

Texas Health makes it easy for you to join Weight Watchers. Here are your options.

- **Weight Watchers At Work meetings:** A Weight Watchers leader comes to your workplace to provide experienced guidance at weekly meetings. You benefit from the proven advantage of group support from your coworkers while you attend meetings that fit your busy schedule.
- **Weight Watchers community meeting monthly pass:** If you are not able to attend a meeting at work, your monthly pass offers the flexibility of attending Weight Watchers meetings in your community.
- **Weight Watchers online subscription:** Weight Watchers online is available for employees who are not able to participate in Weight Watchers At Work or Weight Watchers community meetings.

ELIGIBILITY

All benefits-eligible employees are eligible for Weight Watchers At Work, the community meeting program, and Weight Watchers Online. Your membership is non-transferable.

PARTICIPATION REQUIREMENTS AND COST

Texas Health will pay for your participation in Weight Watchers, as follows.

- **Weight Watchers At Work:** Texas Health pays 100% of the membership fees if you attend at least 10 out of 13 meetings in a series. If you do not attend at least 10 meetings in a series, you will be required to pay the entire membership fee through payroll deduction.
- **Weight Watchers community meeting monthly pass:** Texas Health will pay 50% of the fees if you attend least 10 out of 13 meetings in a series.
- **Weight Watchers Online:** Texas Health will contribute 50% for a Weight Watchers 3-month online membership.

HOW TO PARTICIPATE

Find out how to enroll for Weight Watchers by going to [MyTexasHealth](#). Select the People & Culture heading and then select *Be Healthy*.

ALTERNATIVE TO BE HEALTHY BASICS

You may attend Weight Watchers as an alternative to *Be Healthy Basics*. To receive credit, you must enroll and attend at least 10 out of 13 meetings in a series before December 31, 2013. To satisfy this *Be Healthy Basics* alternative, your participation will be automatically reported.

TAKE ADVANTAGE OF ETOOLS

Whether you enroll in Weight Watchers meetings at work or in your community, you have access to eTools. eTools are an informative and engaging Internet companion to meetings. These eTools enable you to plan menus, find recipes, track your progress, and learn about exercises.

Weight Watchers mobile is included with eTools, so you can access your plan information wherever you go.

LaTonya Endsley-Harris
Lab Assistant
THAM

Jeanette Prasifka
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THD



TICKET TO HEALTH

USE THE BUDDY SYSTEM
TO STAY ON TRACK.
HOLD EACH OTHER
ACCOUNTABLE AND
CHEER EACH OTHER ON.

FOCUS ON HEALTH - WELLNESS - PREVENTION

Health Coaches

Based on your Health Assessment or *Be Healthy Basics* results, you may be eligible to participate in a personalized Health Coaching program. Health coaches are available to assist you with programs for exercise, nutrition, stress, heart health, diabetes, smoking, and weight loss.

Your personal Health Coach will provide one-on-one coaching and many other resources to help you lead a healthier life. Health Coaches help you develop a personal wellness strategy. You evaluate your current lifestyle, identify opportunities for improvement, and get support in making changes.

HOW TO ACCESS A HEALTH COACH

When your health coach first contacts you, you can decide how often you want to receive coaching: weekly, monthly, or every few months. The decision is completely yours.

- Take the calls from Optum Health.
- Log on to www.MyTHR.org. Click the “*Be Healthy*” link. Then, click “I DO,” to access to the online programs.

ALTERNATIVE TO *BE HEALTHY BASICS*

You can take advantage of health coaching as an alternative to *Be Healthy Basics*. To receive credit, you must complete a telephone health coaching program by December 31, 2013. You will not receive credit for an online health coach. To satisfy this *Be Healthy Basics* alternative, your participation will be automatically reported. All health coaching programs except tobacco cessation count toward the *Be Healthy Basics* reward.

Maternity Support Program

With the Maternity Support Program, you can take advantage of free information on diet choices, risk factors, and exercise programs to make sure you are as healthy as possible during your pregnancy.

ACCESS TO YOUR OWN MATERNITY NURSE

Your nurse will keep in touch with you throughout your pregnancy to help you be sure you are receiving an appropriate amount of maternity care. Your nurse can answer your questions about many topics, including pre-conception health, pregnancy, high risk births and taking care of your newborn.

RECEIVE A \$100 REWARD

The Maternity Support Program is administered by UnitedHealthcare and is available to eligible Total Health Medical Plan members, including spouses.

Enroll in the Maternity Support Program by your 16th week and actively participate through the 12th week after your baby is born to earn a \$100 reward.

Active participation means taking calls from the Maternity Support Program and EAP, as well as completing three questionnaires, including the postpartum assessment within 12 weeks after your baby is born.

HOW TO JOIN

To enroll in the Maternity Support Program, call 1-877-MyTHRLink (1-877-698-4754) and select prompt 2. You can call Monday through Friday, 8 a.m. - 5 p.m. Log on to www.myuhc.com for more details.



Lisa Norris, Admissions Specialist, THS
Dr. Noushin Firouzbakht, MD,
Physician, THPG
Clara Mainoo, RN, THHEB
Toni Stegemoller
Clinical Documentation Specialist, THC



Cancer Screenings

It is important to get regular cancer screening exams because some types of cancer don't have obvious symptoms in the early stages.

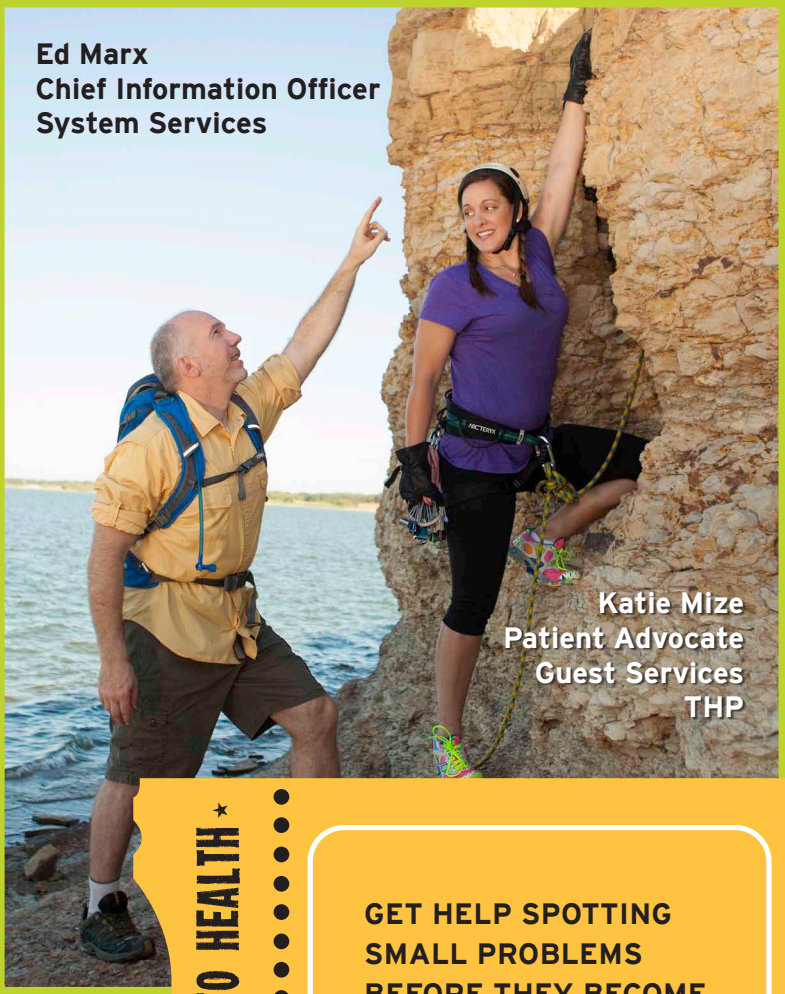
If you are enrolled in the Total Health Medical Plan, you receive a \$25 reward for each cancer screening exam you have within the guidelines shown in the table below.

For people who do not have any specific symptoms and who are not in any high-risk group for a certain type of cancer, the table on this page lists the recommended cancer screenings offered by the Total Health Medical Plan.

People who are at increased risk for certain types of cancer may need to be screened earlier or more often.

Screening exams can help doctors find and treat some types of cancer early – when they are often more easily treated.

Fact: 70% of women over age 40 covered by the Total Health Medical Plan get their free annual mammogram.



Ed Marx
Chief Information Officer
System Services

Katie Mize
Patient Advocate
Guest Services
THP

TICKET TO HEALTH

GET HELP SPOTTING SMALL PROBLEMS BEFORE THEY BECOME LARGER ONES.

FOCUS ON HEALTH • WELLNESS • PREVENTION

Type of Cancer and Screening Exam	Recommended First Exam	Recommended Follow-up Exams	You Pay Under the Total Health Medical Plan	Reward Amount ¹
Colorectal Cancer – Colonoscopy	Men and women starting at age 50	Every 10 years	Covered at 100% one time per year ²	\$25
Breast Cancer – Mammogram	Women starting at age 40	Every year	Covered at 100% one time per year ²	\$25
Prostate Cancer – Prostate Exam or PSA Test	Men starting at age 50	Every year	Covered at 100% one time per year ²	\$25

¹ You may earn only one reward each year for each type of cancer screening.

² One well exam per year is covered in full if the claims administrator determines the physical is for preventive care. Additional screenings or services will be considered diagnostic services and will be covered after you pay the applicable copay or deductible and coinsurance. At the time of your preventive care visit, if other services are performed that are not preventive services, as determined by the claims administrator, they will not be paid at 100% even if they are submitted as part of a claim for preventive care. Some items that were previously covered as preventive care are no longer covered as preventive care and now require you to pay the appropriate copay or coinsurance, including electrocardiograms (EKGs), focused office visits, thyroid scans, breast MRI, vitamin D assays, and transvaginal ultrasounds.

Demetris McDowell
Admissions Specialist
THSW

Marjeta Daja
Diversity Consultant
System Services



TICKET TO HEALTH

**IT'S EASIER TO MOVE
FORWARD WHEN YOU
KNOW SOMEONE HAS
YOUR BACK.**

FOCUS ON HEALTH - WELLNESS - PREVENTION

Employee Assistance Program

Your Employee Assistance Program (EAP) is here to help you manage life's challenges. Services, paid for by Texas Health and provided by MHN, are available to you and eligible members of your household.

CLINICAL SUPPORT

Your EAP provides assessment, assistance, and when necessary, referral to additional services. It offers unlimited telephonic or web video consultations, and six face-to-face consultations per issue, per year. Services are available 24/7 to help you with:

- Marriage, relationship, and family problems
- Problems in the workplace
- Domestic violence
- Alcohol and drug dependency
- Stress, anxiety and sadness
- Changes in mood
- Grief and loss.

WORK & LIFE SERVICES

Your EAP also features services to help you make the best of life's chores and challenges. Online and telephonic guidance or referrals are available to help with childcare and eldercare, financial services, legal services, identity theft, daily living services and more.

MHN's website has tools to help you take charge of your wellbeing. You can ask our expert an emotional health question, make a change with self-help programs, take advantage of interactive e-learning programs, and find articles and videos on emotional health, physical health and making healthy choices. Beginning Jan. 1, 2013, visit members.mhn.com and enter the company code "thr" to access the site.

MORE INFORMATION

Services are provided free of charge and are completely confidential. For more information about the EAP or to speak with a counselor, call 1-877-MyTHRLink (1-877-698-4754) and select option 4 and select 4 again.

**To speak with an EAP counselor, call 1-877-MyTHRLink
(1-877-698-4754) and select option 4, prompt 4.**

Tobacco Cessation Program

For people who want to stop smoking, here's a breath of fresh air. Texas Health offers a program to help you meet your goal. Wanting to quit is the first step. But going from "wanting" to "trying" to "quitting" takes hard work.

You can get a great start by participating in the Alere® Quit for Life™ tobacco cessation program. Texas Health pays the full cost of this program, so there's no cost to you or your family.

The program includes the following:

- Access to individual phone-based counseling with a Quit Coach
- Medications like the nicotine patch, gum, or Bupropion – free for up to an 8-week supply
- Personalized Quit Guides to provide helpful tips and information to help you stay on track between calls with your Quit Coach
- Web Coach™ – an interactive website to help you between calls.

The prescription medication Chantix™ is covered for participants enrolled in Alere Tobacco Cessation program if recommended by their Quit Coach.

Texas Health pays the full cost of the Tobacco Cessation program, so there's no cost to you or your family.

To participate, call 1-877-MyTHRLink (1-877-698-4754) and choose option 4, then 2, or go online to www.MyTHR.org and click on the Alere link.

Medical Nutrition Therapy

Members of the Total Health Medical Plan with a BMI greater than 28 are eligible for an initial assessment and up to three 30-minute Medical Nutrition Therapy sessions per year at no cost to you. To be covered, you need a physician referral and the therapy must be provided by a Texas Health clinical dietitian.

A registered dietitian will customize a healthy eating plan that meets your specific health and wellness needs. You can make an appointment for:

- A personalized lifestyle assessment
- Personalized meal planning
- Behavior modification counseling to work on your personal challenges such as emotional eating, skipping meals, portion management, and listening to hunger/fullness cues.

Diabetes Management

Texas Health provides you with a diabetes program specific to your needs to help you manage the disease through education and ongoing motivation. To be eligible for this program, you must be enrolled in the Total Health Medical Plan and diagnosed as having diabetes. The program includes:

- **Unlimited Education:** \$10 copay at Texas Health facilities
- **Free Glucometer and Test Strips:** Diabetic members of the Texas Health Medical Plan who meet with a Texas Health Diabetes Educator once every three months are eligible to receive a free glucometer and test strips available through Caremark Mail Service, THD Apothecary, THD Prescription Shop, and THP Medicine Chest with a prescription.

Pediatric (under age 16) members obtain test strips through Optum Nurses (Personal Health Support) by contacting Caremark for an override.