



Atlantic Wellness Plan Eligibility Requirements

2020 – 2021 Wellness Insurance Premium Discount

Employees who earned 100 wellness points and completed the required activities (Health History & Risk Assessment Questionnaire (HHRA) and Comprehensive Health Review with a health coach) will be eligible to receive the wellness insurance premium discount for the upcoming plan year, 2020 – 2021.

Explanation of requirements to receive the premium discount for the 2020 – 2021 plan year

	Completed on/before August 31, 2020
<p>Requirements to Receive Medical Premium Differential for 2020 - 2021</p>	<ul style="list-style-type: none"> Earned 100 Wellness Points Completed the required Health History & Risk Assessment Questionnaire (HHRA) Completed the Comprehensive Health Review with a health coach

Earning Points during 2020 – 2021 Program Year to be Eligible for Wellness Insurance Premium Discount in 2021 – 2022

- Employees are always working in the current year to receive the premium differential for the following plan year. In order to receive the premium discount for the next plan year (Oct. 1, 2021– Sept. 30, 2022) all employees must acquire 100 wellness points and complete the required activities during the current plan year by August 31, 2021. If an employee does not meet the 100-point minimum and complete the required activities by the August 31st deadline, they will not be eligible to receive the premium discount for the following plan year (Oct. 1, 2021 – Sept. 30, 2022).
- If you missed the deadline to receive the discount for the 2020 -2021 plan year, you can still work to earn 100 wellness points and complete the required activities this year to receive the discount next year (2021 – 2022).
- Points can be acquired by completing a HHRA form and a complete comprehensive health review with a Marathon health coach. Additional points are acquired by completing a

biometric screening, participating in challenges, workshops and lunch-and-learns offered through the Atlantic Wellness Program. Health coaching, preventative care and a yearly physical are also ways to receive points. All activities and their point values will be available on the Marathon Health portal starting October 1, 2020.

Explanation of requirements to receive the premium discount for the 2021 – 2022 plan year

	Completed on/before August 31, 2021
<p>Requirements to Receive Medical Premium Differential for 2021- 2022</p>	<ul style="list-style-type: none"> • Earned 100 Wellness Points • Completed the required Health History & Risk Assessment Questionnaire (HHRA) or HHRA Update • Completed the Comprehensive Health Review with a health coach

Non-Medical Plan Participants

- Employees not on the Atlantic medical plan have the opportunity to participate in the wellness program.
- Employees not on the Atlantic medical plan are able to participate in biometric screenings, meet with Marathon health coaches and participate in all other wellness program workshops and challenges that earn points, but no minimum number of points is required to participate the following year.

Spouses

- All spouses can participate in onsite biometric screenings in the spring. Spouses on the company medical plan who complete an onsite screening will receive a \$50 incentive paid through accounts payable.

New Employees

- New hire employees who will be eligible for benefits September – November 2020 should sign up for benefits during open enrollment. If they select the wellness rate, they will be required to earn 100 points and complete the required activity before August 31, 2021 to continue to receive the wellness discount for the following year.
- New employees who become eligible for insurance starting December 1, 2020 onward will be notified the month prior to their date of eligibility.

- As new employees will have less time during the plan year to earn the 100-point minimum requirement, depending on their date of eligibility, they will automatically be awarded the follow point amounts to help toward their requirement:
 - **Eligible from September 1st – December 1st, 2020:** 0 points
 - **Eligible from January 1st - March 1st, 2021:** 25 points
 - **Eligible from April 1st – June 1st, 2021:** 50 points
- **Eligible from July 1st – September 1st:** If you select to join the wellness program, you will receive the premium discount until October 1st.

If you have any questions about your wellness eligibility options, please contact Michele O'Dell @ MicheleO@atlanticpkg.com