



2023

WELLNESS PROGRAM



COMMUNITY MEDIA GROUP

Participate in your Wellness Program this year to earn an incentive in 2024.



Welcome to your 2023 Wellness Program!

Employees enrolled in a Community Media Group, Inc. group health plan, who complete **Steps 1-2** by **September 15, 2023** will be eligible to receive a 2024 premium differential up to \$330 and a \$200 HSA contribution. Participants who are enrolled in a non-HSA plan will be eligible to receive a 2024 premium differential up to \$330 and a \$200 deductible reimbursement.



PROGRAM REQUIREMENTS

STEP 1: PHYSICIAN RESULTS FORM OR OFFSITE LAB VOUCHER

DEADLINE: SEPTEMBER 15, 2023

PHYSICIAN RESULTS FORM

Complete an annual physical exam with your physician between **September 1, 2022** and **September 15, 2023**. Take the **Physician Results Form** with you to your appointment and have your doctor complete and sign the form. It is the participant's responsibility to return the form by **September 15, 2023**. Locate the **Physician Results Form** on the Wellness Portal homepage under **Wellbeing Desktop>Wellness Locker**.

Have you already received your annual physical within the above timeframe? Take the **Physician Results Form** to your physician's office to have the form completed.

OFFSITE LAB VOUCHER

Visit a local LabCorp facility to complete your screening with lab work. Lab work completed through LabCorp will be sent directly to Wellworks For You. Participants can begin the process to schedule an appointment with LabCorp by printing the LabCorp voucher located on the Wellness Portal homepage under **Wellbeing Desktop>Wellness Locker**. Follow the instructions on the flyer provided to complete the screening.

STEP 2: ONE (1) HEALTH COACHING CALL

DEADLINE: SEPTEMBER 15, 2023

Complete **one (1)** Health Coaching call by **September 15, 2023**.

Schedule Your Health Coaching Session:

1. Log into your [Wellness Portal](#)
2. Go to **Wellbeing Desktop>Coach's Corner**
3. Click the **Schedule an Appointment** button under **Upcoming Appointments**
4. Choose your **Calendar View** and select your **Time Zone**
5. The system will default to all Health Coach's availability assigned to your company. If you have a specific Health Coach you would like to schedule an appointment with, choose **Unselect All** and add that specific coach to view their availability.
6. Click on any available appointment time that is convenient for your schedule
7. Select a topic to discuss, choose a contact method, fill-in the required fields, and click **Confirm Appointment**
8. Your Health Coach will contact you on the date and time of your scheduled appointment

PLEASE NOTE: All calls must take place at least **one (1)** week apart. Keep this in mind when scheduling your sessions. If you miss your session, we cannot guarantee an immediately rescheduled session. Sessions are based on available appointments.

INCENTIVES

Employees enrolled in the Community Media Group, Inc. group health plan must complete **Steps 1 – 2** by **September 15, 2023** to be eligible to receive a **2024 premium differential up to \$330** and a **\$200 HSA contribution**. Participants who are enrolled in a **non-HSA plan** will be eligible to receive a **2024 premium differential up to \$330** and a **\$200 deductible reimbursement**.

ELIGIBILITY

2024 INCENTIVE

Employees enrolled in an HSA Plan

Up to **\$330 Premium Differential** and a **\$200 HSA contribution**

Employees enrolled in a non-HSA Plan

Up to **\$330 Premium Differential** and a **\$200 Deductible Reimbursement**

BONUS INCENTIVE!

All employees who complete **Steps 1 – 2** by **September 15, 2023** will be eligible to receive a $\frac{1}{2}$ day of vacation during the 4th quarter of 2023.

WELLNESS PORTAL

In order for your participation in the program to be tracked, eligible participants must be registered under Community Media Group's Portal. Please follow the steps below to log into your Wellworks For You account or create an account if you do not have one.

In accordance with HIPAA confidentiality laws, your individual data is accessible only to you and the third-party vendor, Wellworks For You.

EXISTING USERS: LOG INTO THE WELLNESS PORTAL

1. Go to www.wellworksforyoulogin.com
2. Your username will be: **CMG_First Initial of First Name + Last Name** (no spaces, dashes, or other punctuation)
3. Your temporary password* will be: Date of Birth in **MM/DD/YYYY** format, including leading zeros and slashes
 - **UN:** CMG_JSmith
 - **PW:** 10/20/1959
4. Accept the terms of the Consent Form
5. Fill in the required information

***PLEASE NOTE:** The temporary password is only for the first time you access the Wellness Portal and you will be prompted to change it upon entry. If you have accessed the Wellness Portal in the past, you should continue to use your existing password.

FORGOT YOUR USERNAME OR PASSWORD?


1. Go to www.wellworksforyoulogin.com
2. Click the link **Forgot Username** or **Forgot Password**
3. Follow the instructions to retrieve your username or reset your password
4. If issues persist, please contact Wellworks For You at **800.425.4657**

ADDITIONAL INFORMATION

SMARTPHONE APP

The Wellworks For You Portal App includes all of your favorite features from the Portal including programs and events listings, incentive tracking, and more! Simply search for **Wellworks For You** in the Play Store or App Store to download the free App.

NOTIFICATIONS INBOX

View your Wellness Program reminders in the **Notifications Inbox** located on the right side of your Wellness Portal homepage. Click on  above the **Notifications Inbox** to view your Wellness Program reminders in detail.

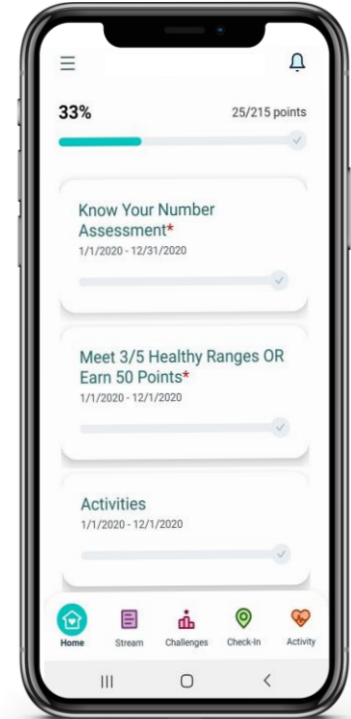
VIEW DETAILS FOR PROGRAMS, EVENTS, AND ACTIVITIES

Events are listed on your personal Wellness Portal within **My Next Steps**. You can access this via the **My Next Steps** section on the homepage. To view more details about a program component, select **Get Started**. If there are sub-events associated with a component, they will display in the pop-up. Wondering what you have completed to date? The component under **My Next Steps** will be marked as **COMPLETED** in blue once the requirements are met. On the Portal homepage under **My Next Steps**, the status of each component will be displayed next to each program requirement (*Get Started, In Progress, or Completed*).

VIEW YOUR INCENTIVE PROGRESS


Looking for an overview of your progress to date?


- Log into your Wellness Portal (www.wellworksforyoulogin.com).
- View your program status right on the homepage in the top right-hand section.
- My Progress will show completion of required program components.
- For more details, click on any event title in the **My Next Steps** section. Selecting an event title will open a pop-up with detailed information.
- Once a component is complete, it will be marked as **COMPLETED**.



My Next Steps

0 Tasks Remaining

 **Biometric Screening**
Complete this step by either attending the Onsite Biometric Screening, submitting the Physician Results Form, or utilizing a Voucher ★ COMPLETED

 **Know Your Number Assessment**
Complete the assessment by selecting the Know Your Number Assessment event title from the homepage or via the menu page. Complete all questions, except for the Health Metrics section. Wellworks will upload your screening results once you... ★ COMPLETED

ADDITIONAL INFORMATION

VIEW AND DOWNLOAD DOCUMENTS FOR COMPLETION

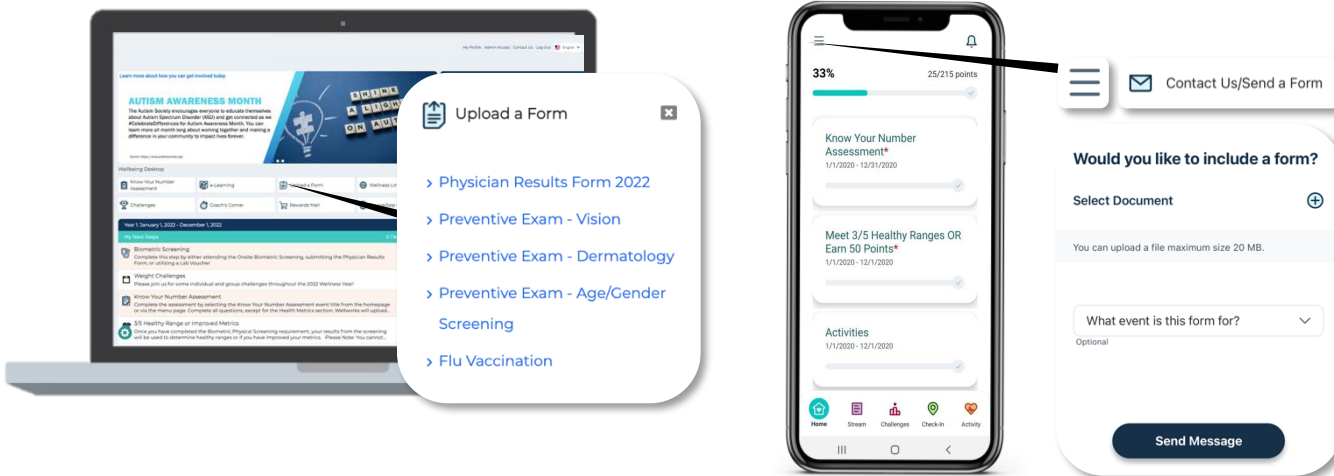
All forms, guides, and applicable documents are located in your Wellness Portal within the Wellness Locker accessed via the Portal **MENU** or homepage section. Download and/or print PDF forms for completion.

SUBMIT YOUR COMPLETED DOCUMENTS BY SEPTEMBER 15, 2023

All completed documents should be submitted to the Wellworks Forms Department in **one (1)** of the following ways:

Upload to Portal: Click the **Upload a Form** tile from the homepage or via the menu page select the event title from the dropdown and upload your form to the portal. Users are limited to **one (1)** file per submission.

Upload to Mobile App: Take a photo of your form using your Smartphone. Next, upload it to the Wellworks For You Mobile App via the **Contact Us/Send a Form** tab in the **menu**, located in the top left corner of the home screen. Select the event listed under **What event is this form for?** Users are limited to **one (1)** file per submission.



PLEASE NOTE: Wellworks For You requires at least **seven (7)** to **ten (10)** business days for processing and participation to be updated in the Wellness Portal.

FOR ADDITIONAL SUPPORT, CHAT WITH US LIVE ON THE WELLNESS PORTAL

(not available on the mobile app)



Our “Chat Live” feature will give you access to chat with one of our helpful representatives during our regular business hours (*Monday to Friday 8:00am EST to 7:00pm EST*) to answer any questions and guide you on a path towards wellness.

THE FINE PRINT

Community Media Group's 2023 Wellness Program is a voluntary wellness program available to all employees and spouses covered by the medical plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program, you will be asked to complete an Annual Physical Examination, which will include a blood test for Total Cholesterol, HDL Cholesterol, LDL Cholesterol, Triglycerides, Fasting Glucose, and body measurements of height, weight, waist circumference, BMI, and blood pressure. You will also be asked to complete one (1) health coaching call. You are not required to participate in the Annual Physical Examination, blood test, and health coaching. However, employees enrolled in a Community Media Group, Inc. group health plan who choose to participate in the wellness program will be eligible to receive a 2024 premium differential up to \$330 and a \$200 HSA contribution. Participants who are enrolled in a non-HSA plan will be eligible to receive a 2024 premium differential up to \$330 and a \$200 deductible reimbursement.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Wellworks For You at 800-425-4657.

The information from your results form will be used to provide you with information to help you understand your current health and potential risks. You also are encouraged to share your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Community Media Group may use aggregate information it collects to design a program based on identified health risks in the workplace, Wellworks For You will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are the Wellworks For You team in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Wellworks For You at 800-425-4657.



Questions about your Wellness Program?

CONTACT YOUR WELLNESS TEAM

All questions regarding your Wellness Program structure, status in the program, deadlines, etc. should be directed to your **Wellness Team** via the Wellworks For You Portal.

Simply select **Contact Us** from the Portal homepage or Wellworks For You mobile app. You can also call Wellworks For You at 800.425.4657.

