



## ONLY FULL TIME EMPLOYEES COVERED UNDER GROUP HEALTH INSURANCE ARE ELIGIBLE

### What is a Health Risk Assessment?

A health risk assessment (HRA) is a **health questionnaire**, used to provide individuals with an evaluation of their health risks and quality of life.

The HRAs request information relating to:

- Demographic characteristics – age, sex
- Lifestyle – exercise, smoking, alcohol intake, diet
- Personal and family medical history Physiological data – weight, height, blood pressure, cholesterol
- Attitudes and willingness to change behavior in order to improve health

The main objectives of a HRA are to:

- Assess health status
- Estimate the level of health risk
- Inform and provide feedback to participants to motivate behavior change to reduce health risks

*HRAs are used to help identify issues important to employee's health and well-being.*

### What is a Health Evaluation?

A **convenient, comprehensive and confidential state** of the art blood screening that includes (but is not limited to) testing for the following:

- Cardiovascular disease risks (high cholesterol; high blood pressure)
- Diabetes
- Liver and kidney disease
- Anemia
- Blood, bone, and muscle disease (including certain types of cancer)

**When the evaluations and HRA are complete, you will have access to ...**

- [www.myinteractivehealth.com](http://www.myinteractivehealth.com) (members' only medical website)
- Monthly health newsletters & interactive webinars
- A medical drug database with information on symptoms, diseases, treatments, online health consultations and more
- A Personal Health Report explaining your results, mailed to your home and provided to the personal physician named in your Health Risk Assessment
- *HealthFocus* lifestyle coaching courses: one-on-one, telephonic, confidential health coaching with Masters Degreed Health Professionals. Courses options include:
  1. Tobacco-Free for Life
  2. Diabetes Prevention and Control
  3. Lifestyles for Successful Weight Loss
  4. Managing Cholesterol Levels
  5. Managing and Preventing High Blood Pressure



6. Better Nutrition
7. Personalized Fitness
8. Achieving Balance

### Six Month Re-Check

The purpose of the Six Month Re-Check program is to help you stay compliant with your Personal Health Goal

- Offered to all participants who screened in the prior year's health evaluations
- Participants will receive a post card from Interactive Health 6 months after screening
- Members are invited to call Interactive Health Member Services (1-800-840-6100) and request a Six Month Re-Check packet
- Six Month Re-Check testing is available through **testing at a LabCorp facility.**
- Each participant will receive a lab report which looks at the following metrics:
  - Fasting Glucose
  - Total Cholesterol
  - Triglycerides
  - HDL Cholesterol
  - LDL Cholesterol
- Interactive Health will not calculate a new Personal Health Score. The intent is to compare your lab values against previous lab results to determine if you are on track to meet your Personal Health Goal.

### What is a Personal Health Score?

Your Personal Health Score is based on the Interactive Health Index (IHI) that was designed by physicians and other health care professionals with targets based on national medical guidelines. Your personal health score is comprised of several key health risk factors (blood pressure, LDL cholesterol, glucose, triglycerides and tobacco use) for heart disease, diabetes and stroke. These risk factors are modifiable by lifestyle changes such as diet, exercise and medications when necessary.

Each year you participate in a Health Evaluation you will be provided a Personal Health Score and Goal based on your results. We recommend that you work closely with your physician and follow his/her guidance to help you meet your Personal Health Goal for the next Health Evaluation.

### How is my Personal Health Score calculated?

- **Blood Pressure:** 1 point is added per BP unit above 139/89 (Systolic/Diastolic). A credit of 5 points can be earned if both systolic and diastolic blood pressure values are below 140/90.
- **LDL Cholesterol:** 1 IHI point is added per LDL unit above your personal LDL target **level of 99 mg/dl, 129 mg/dl or 159 mg/dl**. A credit of 5 points can be earned if you are at or below your LDL target. **Your LDL target is calculated based on your personal risk factors and can change from year to year, the more risk factors you have the lower your target will be.** Risk factors include but are not limited to: tobacco use, diabetes, high blood pressure, age (men  $\geq$  45 years; women  $\geq$  55 years), Body Mass Index (BMI) and physical activity patterns.
- **Glucose:** 1 point is added per Glucose unit above 99 mg/dl. A credit of 5 points can be earned if Glucose is at or below 99 mg/dl.



- **Triglycerides:** 1 point is added per 10 Triglyceride units above 149 mg/dl. A credit of 5 points can be earned if Triglycerides are at or below 149 mg/dl.
- **Smoking:** 40 points are added for using any tobacco product.

*Your Personal Health Score is based on testing performed by Interactive Health or designees. We cannot accept lab results from any third party. All tests are final and cannot be repeated. Your score is a measure of coronary risk factors; however, it does not confirm or negate the presence of underlying heart disease or other medical conditions. LDL cholesterol and triglyceride standards are from the National Cholesterol Education Program (NCEP). Blood Pressure guidelines are from the National High Blood Pressure Education Program and National Heart Lung Blood Institute (NHLBI). Glucose standards are from the American Diabetes Association (ADA).*

**How is my Personal Health Goal set?**

1. If your current score is -20 to zero, your goal is to remain in this range
2. If your current score is 1 to 25, your goal will be -20 to zero
3. If your current score is above 25, your goal will be to improve by 60%

**What is my Personal Health Action Plan?**

Your Personal Health Action Plan is a list of healthy activities for you to participate in to facilitate year-long engagement in the wellness program. Achieving your personal health goal (described above) may be one of the activities included in the Personal Health Action Plan.

**Where can I find more information about my Personal Health Action Plan and how to complete the healthy activities within the plan?**

- Once logged into [www.myinteractivehealth.com](http://www.myinteractivehealth.com), click on the "My Action Plan" tab on the top navigation. The Personal Health Action Plan will be displayed on the dashboard.
- Review the "Earn Points" documents for more information on the incentive and how to complete each of the activities. Points earned will transfer and count towards incentives awarded for participation in *Journey....*

**How will my Personal Health Goal and Personal Health Action Plan be included into *Journey....* the new MITW Employees Wellness program?**

*Journey....* will award incentives based on a point structure (see *Journey...* handouts for further explanation). Points earned through your **Personal Health Goal, Personal Health Action Plan** and activities completed on [www.myinteractivehealth.com](http://www.myinteractivehealth.com) will transfer to *Journey....* and will be counted towards your point totals to earn incentives through *Journey....*

If there are any questions, please contact the Insurance Department at 715-799-5188 or [insurancegroup@mitw.org](mailto:insurancegroup@mitw.org).



# MITW Employee Wellness Program

***Journey....*** is a voluntary wellness program available to employees of MITW, CMN and MCR. Employees and spouses currently covered by MITW Employee Health Plan may participate in a Health Risk Assessment and Health Screening and earn \$100.00

All employees can earn additional incentives up to \$150 a year earning points by participating in various activities (***list of activities will be provided prior to 1-1-2017***). In addition, anyone earning points in a month will be entered in monthly drawings for gas gift cards.

Employee meetings will be held before 1-1-2017 to provide additional information on ***Journey....***

# EXAMPLES OF ACTIVITIES TO EARN POINTS ON YOUR *JOURNEY.....*

Participate in CPR/Safety/OSHA Trainings

Complete courses with Star 12 (Online)

Eliminate Tobacco Products

Rec Center Membership & Regular Visits

Cultural Related Events (Beadwork/Dance/Language Classes)

Zebit Financial Wellness (Online)

MyStrength-Health Club for the Mind (Online)

Physical Fitness Group Activities (Yoga/Exercise classes)

Get a "Wellness Buddy"

Nutrition/Diet Support Group (Weight Watchers)

Participate in Health Challenges

Participate in Wellness Workshops/Educational Seminars

*This is not an all-inclusive list. Additional information will be presented at Wellness meetings prior to 1-1-2017*