Health Management Initiative Frequently Asked Questions

1. **Why is Wright State offering this initiative?**
   To raise health awareness, increase detection of cardiovascular disease and diabetes, to encourage employees to begin and/or continue to make healthier lifestyle choices, and, positively influence future medical expenditures for the employee and the university.

2. **What is a Health Risk Assessment (HRA)?**
   A health risk assessment is a confidential, self-administered survey that asks a series of questions about your lifestyle habits and health history and only takes 10 minutes to complete. The HRA can be completed 24 hours/7 days a week and is an important first step to improve your health.

3. **What is a Biometric Health Screening and why should I participate?**
   Biometric screenings provide a clinical assessment of key health measures. These results will identify or indicate an increased risk for health conditions, such as diabetes and heart disease. A verified biometric screening is an important part of creating a healthier you and a way to save on your future health care expenses. You can schedule your biometric screenings at an on-campus screening event. It will take about 10 minutes or less to complete.

   This **free** screening measures:
   - Blood chemistry profile and complete blood count
     - 27 Individual tests including cholesterol, A1c, and glucose
   - Blood pressure
   - Body Mass Index (BMI)
   - Waist circumference

   **Additional Testing Available for Purchase**
   - Blood Type: $22
   - C-Reactive Protein: $32
   - CA-125: $65
   - Colon Kit: $6
   - PSA: $40
   - Testosterone: $30
   - Thyroid Profile (T3/T4 /TSH): $38
   - Vitamin D: $39

   HealthWorks accepts cash, check, Visa or Mastercard. Insurance reimbursement for additional testing is subject to your plan and not guaranteed.

4. **Who will be administering my Health Risk Assessment (HRA) and biometric screening?**
   HealthWorks, Wright State’s previous lifestyle screening vendor, will administer the HRAs and biometric screenings.

5. **Who is eligible to participate?**
   All active employees enrolled in a Wright State medical plan, as the subscriber. Spouses and dependents covered on the subscriber’s medical plan are not eligible to participate.
6. **Who is the subscriber?**
   Employees who have enrolled in medical coverage and responsible for premium payments.

7. **Do I pay to participate in the Health Management Initiative?**
   The health risk assessment and biometric screening are available free of charge to all employees enrolled in a Wright State medical plan as the subscriber.

8. **What is the deadline?**
   You must complete both an online Health Risk Assessment (HRA) and on-campus biometric screening before Wednesday, October 23, 2019.

9. **How do I cancel my appointment for my biometric screening?**
   You can cancel your appointment by calling HealthWorks at (513) 751-1288 or online by following the instructions below.

   - Visit [www.cincyhealthworks.com](http://www.cincyhealthworks.com)
   - Click on Elevate Login
   - Username: First initial of your first name + first 4 letters of your last name + the last 4 digits of your WSU UID#
   - Enter your password (established during your account set-up)
   - Click on the My Appointments tab
   - Click on Onsite Screening
   - Click on Details
   - Click on Cancel Appointment

10. **Do I need to fast for the screening?**
    *Fasting is highly recommended.* Results are most accurate with an 8-10 hour fast before your appointment. You may drink black coffee or tea (no cream or sugar), and water is encouraged. Take all medications as prescribed by your doctor.

11. **When will I receive my results?**
    Once you have completed the HRA and received your biometric screening, log in to [www.cincyhealthworks.com](http://www.cincyhealthworks.com) (within 3-5 business days of completing your biometric screening) to view your Health Risk Report. The report combines your results from your HRA and biometric screening. In addition, it will provide you with your results and recommendations about making healthier lifestyle choices. You can also view your Biometric Screening Results online. A copy of your Personal Report and your lab work from LabCorp will be mailed to your home address.

    **To view your results:**
    - Visit [www.cincyhealthworks.com](http://www.cincyhealthworks.com)
    - Click on Elevate Login
    - Username: First initial of your first name + first 4 letters of your last name + the last 4 digits of your WSU UID#
    - Enter your password (established during your account set-up)
    - Click on the My Wellness tab
    - Click on Biometric Screening Results and review your report
    - Click on Health Risk Report and review your report
12. **Who will see my results?**
Your results are confidential and viewed only by you. Your individual results will not be shared with Wright State University.

13. **What results will Wright State see?**
Wright State will receive an aggregate report from HealthWorks that summarizes the total average numbers for both the HRA and biometric screening to assist in planning future health management initiatives.

14. **Will my results be sent to my physician’s office?**
No. However, we encourage you to take your LabCorp report to your next doctor’s visit or send your doctor’s office a copy of the results.

15. **Am I automatically entitled to the $300 incentive payout?**
Active employees enrolled in a Wright State medical plan as of January 31, 2020, as the subscriber, will receive a $300 incentive contribution into either a Healthcare Flexible Spending Account (FSA) or Health Savings Account (HSA) provided the completion of both the HRA and biometric screening.

16. **What is a healthcare Flexible Spending Account (FSA)?**
A tax-advantage medical savings account available to employees enrolled in Wright State’s PPO 80/20 plan. This account allows you to pay for many out-of-pocket medical, dental, and vision expenses with tax-free dollars. Allowed expenses include insurance copays, coinsurance, deductibles, qualified prescription drugs, insulin, and medical devices. For a complete list of allowable expenses, please see this [IRS document](#). The plan allows participants to carry over up to $500 to spend the next calendar year. Wright State’s FSA vendor is [BusinessPlans](#).

17. **What is a Health Savings Account (HSA)?**
A tax-advantage personal medical savings account available to employees enrolled in Wright State’s HDHP. This account allows you to pay for many out-of-pocket medical, dental, and vision expenses with tax-free dollars. Allowed expenses include copays, coinsurance, deductibles, qualified prescription drugs, insulin, and medical devices. For a complete list of allowable expenses, please see this [IRS document](#). Funds roll over and accumulate year to year if they are not spent. Wright State’s HSA vendor is [Fifth Third Bank](#).

18. **What happens to my $300, if I’m enrolled in the PPO 80/20 but not enrolled in a healthcare flexible spending account?**
If employed and enrolled in Wright State’s PPO 80/20 plan, as the subscriber, on January 31, 2020, a healthcare flexible spending account will be established on your behalf. The university will contribute $300 to this account in February 2020.

Please note: The $300 incentive is in addition to any personal employee contributions and **DOES NOT** impact the 2020 IRS limit.

19. **What happens to my $300, if I’m enrolled in the HDHP?**
If employed and enrolled in Wright State’s HDHP plan, as the subscriber, on January 31, 2020, the university will contribute $300 to your health savings account in February 2020.

The $300 incentive is in addition to any personal employee contributions, it does not reduce the annual employer HAS contribution ($500 or $1,000) and it **WILL IMPACT** the 2020 IRS limit.
20. What happens to my $300, if I’m enrolled in the HDHP but I’m not eligible for a health savings account because I’m covered by Medicare and/or a Flexible Spending Account through another employer sponsored plan?

If employed and enrolled in Wright State’s HDHP plan, as the subscriber on January 31, 2020, a healthcare flexible spending account will be established on your behalf. The university will contribute $300 to this account in February 2020.

Please note: The $300 incentive is in addition to any personal employee contributions and DOES NOT impact the 2020 IRS limit.