

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 employees, spouses 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

Tobacco: \$18

Thyroid Profile (T3/T4 /TSH): \$38

Vit B12: \$15

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 and spouses enrolled in a Wright State medical plan. Dependent children covered medical plan are not eligible to participate.

6. Who is eligible to receive the \$400 incentive?

Employees enrolled in a Wright State medical plan (as the subscriber) who completes all requirements before Wednesday, March 31, 2021, will receive a \$400 employer contribution into a tax-advantaged medical savings account. PPO 80/20 plan participants will receive \$400 in a **Healthcare Flexible Spending Account (FSA)** and HDHP participants will receive \$400 in their **Health Savings Account (HSA)**, if actively enrolled on Wright State's medical plan (as the subscriber) on May 31, 2021.

Spouses and employees enrolled on a Wright State medical plan as a dependent spouse can participate in the online HRA, on-campus biometric screening, and visit a PCP. Participation is voluntary and no incentives are available.

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 and spouses enrolled on a Wright State medical plan.

8. What are the deadline?

- Biometric Screening: **November 30, 2020**
- Health Risk Assessment (HRA): **March 31, 2021**
- Primary Care Physician (PCP) Visit: **March 31, 2021**
- Submission of Annual Physician Verification form to HealthWorks by PCP: **March 31, 2021**

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
- Click on **Elevate Login**
- Username:
 - **Employees enrolled on a Wright State medical plan as the subscriber:** First initial of your first name + first 4 letters of your last name + the last 4 digits of your WSU UID#
 - **Spouses and employees enrolled on a Wright State medical plan as a spouse:** First initial of your first name + first 4 letters of your last name + the last 4 digits of your SSN
- 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 (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
- Click on Elevate Login
- Username:
 - **Employees enrolled on a Wright State medical plan as the subscriber:** First initial of your first name + first 4 letters of your last name + the last 4 digits of your WSU UID#
 - **Spouses and employees enrolled on a Wright State medical plan as a spouse:** First initial of your first name + first 4 letters of your last name + the last 4 digits of your SSN
- 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 automatically sent to my physician's office?

No. Employees enrolled on a Wright State medical plan (as the subscriber) are required to take their screening results to their Primary Care Physician **by March 31, 2021**.

Once you have obtained your screening results, schedule an annual routine visit with your PCP. Take your screening results and the HealthWorks' Annual Physician Verification form (located on HR and HealthWorks' websites) to your appointment to review your screening results, discuss your overall health, and applicable preventive cancer screenings. The Annual Physician Verification form **must** be signed and submitted to HealthWorks **by your physician** via:

- Fax: (513) 751-0018
- Email: offsite@cincyhealthworks.com
- US Mail: HealthWorks, 4329-B Red Bank Road, Cincinnati, Ohio 45227

Additional information regarding PCP Visits

- Each calendar year, Wright State's medical plans covers one annual routine visit with a PCP at no cost to you.
- If you received an annual visit in 2020, you should consider scheduling your appointment after January 1, 2021, to avoid any out-of-pocket expenses.

- Need a PCP? [Anthem Engage](#) can assist you with finding an in-network provider.

15. Am I automatically entitled to the \$400 incentive payout?

If employees enrolled in a Wright State medical plan (as the subscriber) completes all requirements before Wednesday, March 31, 2021, a \$400 employer contribution will be deposited into a tax-advantaged medical savings account. PPO 80/20 plan participants will receive \$400 in a **Healthcare Flexible Spending Account (FSA)** and HDHP participants will receive \$400 in their **Health Savings Account (HSA)**, if actively enrolled on Wright State's medical plan (as the subscriber) on May 31, 2021.

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 \$400, 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 May 31, 2021, a healthcare flexible spending account will be established on your behalf. The university will contribute \$400 to this account in June 2021.

Please note: The \$400 incentive is in addition to any personal employee contributions and **DOES NOT** impact the 2021 IRS limit.

19. What happens to my \$400, if I'm enrolled in the HDHP?

If employed and enrolled in Wright State's HDHP plan, as the subscriber, on May 31, 2021, the university will contribute \$400 to your health savings account in June 2021.

The \$400 incentive is in addition to any personal employee contributions, it does not reduce the annual employer HSA contribution (\$500 or \$1,000) and it **WILL IMPACT** the 2021 IRS limit.

20. What happens to my \$400, 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 May 31, 2021, a healthcare flexible spending account will be established on your behalf. The university will contribute \$400 to this account in June 2021.

Please note: The \$400 incentive is in addition to any personal employee contributions and **DOES NOT** impact the 2021 IRS limit.