

2024 WELLNESS PROGRAM GUIDE

Eligibility & Program Requirements:

1. All full-time and part-time employees are eligible to participate in the Living Well Calhoun Program. Seasonal, casual, & temporary employees are eligible to participate in the Living Well Calhoun activities and events, but will not be eligible for payout incentive.
2. For 2024, the only requirement for the \$100 incentive payout is to complete a Health Risk Assessment (HRA), including a blood draw and applicable lab work. The purpose is to provide you with information relative to your risk for chronic disease, most of which are preventable with early detection. A health risk assessment (also known as a health risk appraisal) is an instrument used to collect health information, typically coupled with a process that includes biometric testing to assess an individual's health status, risks, and habits. Typical HRA includes:
 - Question section
 - Biometrics
 - Risk score
 - Report with individualized feedback on areas of improvement

All Calhoun County employees can have this service conducted on-site for free through the Calhoun County Health & Wellness Center. It is confidential, and HIPAA protected and the results will only be shared with the individual being tested.

If you do not wish to utilize the Center, you may have this service conducted by your own physician. An EOB will be needed for verification that an HRA was conducted if you are not utilizing the Health & Wellness Center.



Incentives for participation:

Your Wellness: The biggest incentive for participation is of course your own personal health and well-being! Congratulations to those that choose to embrace a healthy lifestyle journey.

\$100 at the end of the year! Employees that complete the HRA will be awarded a **\$100.00** monetary incentive at the end of the program year. The incentive will be paid as part of your last paycheck for December 2024.

Drawings for Prizes: Throughout the program year there will also be prize drawings for participation in certain wellness events.

Note: If you leave the employment of Calhoun County prior to December 1, 2024, you will not be eligible to receive any monetary incentive.

(Per IRS guidelines, we must process all prize/reward values as taxable income. This means the amount of the prize value will need to be added to winner's taxable income and recorded as earnings for purposes of withholding. Under Section 74 of the Internal Revenue Code "gross income includes amounts received as prizes and awards."

The definition of "prizes and awards" includes, but is not limited to, ".....any prizes from an employer to an employee in recognition of some achievement in connection with his employment." Treas. Reg. 1.71-1.)

