



Healthy Ways to Live Well

Wellness Program Guide

November 1, 2023 – October 31, 2024

Brubacher/Trinity Wellness Mission:

To provide a wellness program that engages and builds trust with employees and their families in adopting healthy lifestyles by providing easy access to resources.



Your Wellness Program with Ramp Health

Powered by Ramp Health's Digital Health Platform! **Experience Wellness Your Way!**

Ramp Health's Digital Health Platform uses patented personalization technology to provide you with continuous and custom support for your unique well-being interests, including identifying and reducing health risks and managing chronic health conditions. Accessing valuable health and wellness resources, participating in your wellness program, and connecting with your Wellness Coach, Tammy, has never been so easy! Access your platform via web browser and as an app on your smart device.

What does my 2023-2024 Wellness Program provide with the Ramp Health Providers and Platform? Your Wellness Coach, Tammy, and Registered Dietitian, Kristen, will support all employees and spouses (on the insurance plan) with the following:

1. **All Employees and Spouses (on the Insurance Plan): Complete your Biometric Health Screening and Meet Healthy Goals related to heart health, diabetes prevention and management, and weight.** Your Wellness Coach, Tammy, is now able to conduct your biometric health screening via fingerstick and review your results with you during designated dates and times throughout the year.
 - **Reasonable Accommodation:** To qualify for the Wellness Incentive, you must complete the Reasonable Accommodation **if either of the following occurs:**
 - You do not have at least 7 out of 9 measurements in the Normal range and/or
 - Any one of your 9 results falls into a High range.
 - **To complete your Reasonable Accommodation and qualify for the Wellness Incentive:** Return your Reasonable Accommodation form signed by your Primary Care Provider or complete a total of 3 visits with one or any combination of your Wellness Coach or Registered Dietitian.
2. **Nutrition Counseling and Tobacco Cessation:** Your Ramp Health Team continues to be available to support your nutritional needs and tobacco cessation goals. In addition to your Wellness Coach, Tammy, **all employees, and spouses (on the insurance plan)** will also have access to:
 - **Registered Dietitians (RD) for personalized nutrition support..** Your Registered Dietitian, Kristen, can help you develop healthier eating habits and improve nutrition for chronic disease management and prevention. Up to 3 sessions are available per person per plan year.
 - **QuitNet Tobacco Cessation.** Your Ramp Health platform provides additional support for tobacco users. Access a Ramp Health Tobacco Cessation Specialist via digital messaging and receive personalized support. All tobacco users participating in QuitNet can order a one-time starter kit of one month's supply of nicotine patches, shipped directly to your home, at no cost to you.
3. **All Employees:** The Healthy Ways to Live Well program for 2023-2024 is **simple, accessible**, and allows participants to earn **up to \$100 total** for the benefit year 2023-2024 when you complete a combination of activities. **Starting November 1, 2023 to be completed by July 31, 2024!**

Program Overview

All Employees and Spouses (on the Insurance Plan): To qualify for the November 1, 2024 – October 31, 2025, full wellness incentive, BOTH employees and spouses on our Medical Insurance Plan must complete **Step 1 & Step 2** before **July 31, 2024. NO EXTENSIONS.**

Step 1. Complete a Biometric Health Screening and Meet Healthy Goals

Biometric Health Screenings will be performed onsite by your Wellness Coach between November 1, 2023 – July 31, 2024. Attend one of these screenings or visit your family doctor/primary care provider (PCP) and submit the enclosed Biometrics Form **AND** Meet the Healthy Goals: At least 7 of the 9 measurements must fall within the Normal ranges. If any of your results fall into the High range, you must complete the Reasonable Accommodation to qualify.

Reasonable Accommodation: You must complete the Reasonable Accommodation if either of the following occurs: You do not have at least 7 out of 9 measurements in the Normal range and/or any one of your 9 results falls into a High range. To complete your Reasonable Accommodation: Return your Reasonable Accommodation form signed by your Primary Care Physician to your Ramp Health Platform or Wellness Coach Tammy. or complete a total of 3 visits with one or any combination of your Wellness Coach or Registered Dietitian.

Biometric Health Screening and Healthy Goals

Measurement	Normal	Borderline	High
Heart Health			
Total Cholesterol	<200	200-239	≥240
HDL	≥40	31-39	<30
LDL	<160	160-189	≥190
Triglycerides	<150	151-199	>200
Systolic Blood Pressure	≤140	141-160	>160
Diastolic Blood Pressure	≤90	91-99	<100
Diabetes Management			
Blood Glucose	≤125	126-199	>200
Weight Management			
Waist Circumference	<37 inches (Men) <32 inches (Women)	38-39 Male 32-34 Female	Male >40 Female >35
BMI Or Body Fat Percentage ¹	18.5-24.9	25-29.9	>30
Female/Age 20-39	21.0-32.9	33.0-38.9	>39
Female/Age 40-59	23.0-33.9	34.0-39.9	>40
Female/Age 60+	24.0-35.9	36.0-41.9	>42
Male/Age 20-39	8.0-19.9	20.0-24.9	>25
Male/Age 40-59	11.0-21.9	22.0-27.9	>28
Male/Age 60+	13.0-24.9	25.0-29.9	>30

Step 2. Get your Annual Physical with your Primary Care Physician

Complete an annual physical with your primary care physician. An age-appropriate annual physical must be completed for both the employee and spouse with your primary care provider. Schedule your evaluation with your primary care physician and upload the enclosed Annual Physical Form to the Ramp Health Platform. If you need help finding a provider, contact your Wellness Coach. The medical plan covers the cost for an in-network routine annual wellness physical exam. **Important! Please communicate to your doctor that you are there for your routine annual preventive care exam and to process as a preventive care exam so that you are not charged for the visit.**

Disclaimer*

*Disclaimer: Your medical plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees and spouses that are currently on the company medical insurance plan or eligible to enroll the following benefit year. 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 reasonable accommodation or an alternative standard. If you qualify for a medical exemption, you may work directly with your Primary Care Provider and submit the enclosed Exception Form.

Forms are found at the end of this document. All forms can be uploaded via the Ramp Health platform or with your Wellness Coach Tammy. They must be submitted by July 31, 2024.

¹Based on Gallagher et al., American Journal of Clinical Nutrition. Vol. 72, Sept. 2000

Program Guide – Frequently Asked Questions

What are the requirements for the 2023-2024 Wellness Program?

To qualify, both you and your spouse on the medical insurance plan must complete two steps before July 31, 2024: 1. Complete a biometric health screen and meet healthy goals, and 2. Complete an annual physical with primary care physician. **No extensions.**

I am a new hire through Brubacher Excavating/Trinity Drilling & Blasting – How soon can I begin to earn my wellness savings on the medical plan?

You can earn the wellness rate on your medical plan immediately when your plan starts if you complete the required activities within 60 days of your hire date. Employees hired on or after June 1 through December 31, 2024 will only be required to meet with Tammy and complete the biometric health screen and meet health goals to earn the wellness rate immediately. The reasonable accommodation if healthy goals are not met requires the member to complete TWO meetings with Tammy. These meetings must be scheduled within the first 60 days of hire, but may be completed after. You may also meet with your PCP using the Reasonable Accommodation form. You still need to complete your annual physical before July 31st of the following year to receive the credit for the next benefit year.

I am enrolling in the plan in the middle of the year due to a Qualifying Life Event (QLE). When can I start to participate to earn the wellness savings on my medical plan?

You can earn the wellness rate on your medical plan immediately if you complete the required activities within 60 days of your QLE. Employees with a QLE on or after June 1 through December 31, 2024 will only be required to meet with Tammy and complete the biometric health screen and meet health goals to earn the wellness rate immediately. The wellness rate will go into effect once all requirements are met and submitted. The reasonable accommodation if healthy goals are not met requires the member to complete TWO meetings with Tammy. These meetings must be scheduled within 60 days from the life event, but may be completed after. You may also meet with your PCP using the Reasonable Accommodation form. You still need to complete your annual physical before July 31st of the following year to receive the credit for the next benefit year.

Do I or my spouse need to have the biometric health screening completed by the Wellness Coach or may I go to my Primary Care Provider (PCP) or Medical Health Provider?

You may choose whichever is convenient for you. Your onsite Wellness Coach, Tammy, will provide scheduled, onsite, screening events between November 1, 2023 – July 31, 2024, for your convenience. You may choose to have your biometric health screening done by your PCP before July 31, 2024. Your health care provider must complete the biometric screening verification form and you must turn in the completed form before July 31, 2024.

What is an annual physical? To qualify, both you and your spouse on the medical insurance plan must complete a annual physical with your Primary Care Provider. You will need to upload the form to The Ramp Health platform.

Important! Please communicate to your doctor that you are there for your routine annual preventive care exam and to process as a preventive care exam so that you are not charged for the visit. Your insurance plan covers one free preventive care exam per 12 months.

What if I completed an annual physical after August 1, 2023? If you or your spouse have completed an annual physical after August 1, 2023, you can upload your EOB (explanation of benefits) to the Ramp Health platform to receive credit for completion.

What if I and/or my spouse do not meet the healthy goals of the biometric health screening?

If you or your spouse are on the medical insurance plan, and do not meet 7 of the 9 biometric health screening measurements that fall within the normal range, or if you fall in any high ranges, you or your spouse must complete a reasonable accommodation.

What is considered a reasonable accommodation?

If you and/or your spouse on the medical insurance plan do not meet at least 7 out of 9 biometric health screening measurements, you can still qualify. A Reasonable Accommodation Form needs to be filled out and submitted to the Ramp Health platform or to Wellness Coach Tammy to meet this requirement and qualify for the incentive. Or completing a total of 3 visits with one or any combination of your wellness provider team: Wellness Coach, Ramp Health Registered Dietitian, and/or Primary Care Provider. All are available to help you address any measurements that fall into a high-risk category.

What if I or my spouse is unable to participate in any of the health-related activities or achieve any of the health outcomes required?

You or your spouse may be entitled to a reasonable accommodation or an alternative standard. If you qualify for a medical exemption, you may work directly with your Primary Care Provider and submit the Exception Form.

What is my Ramp Health Platform?

Ramp Health's Digital Health Platform with patented personalization technology can provide you with continuous and custom support for your unique well-being interests, including identifying and reducing health risks and managing chronic health conditions. Accessing valuable health and wellness resources, participating in your wellness program, and connecting with your Wellness Coach, Tammy, has never been so easy! Access your platform via web browser and as an app on your smart device.

How do I activate my account?

You will receive a Welcome E-mail with your log in information. All new employees will receive a Welcome E-mail the month following their hire date. Spouses' Welcome E-mails will be sent to the e-mail address of the member on the plan. Spouses will have a code that is unique to them for registration. You can contact support@rampealth.com for support on the platform.

How do I use my platform?

Access your platform via web browser and as an app on your smart device. Accessing valuable health and wellness resources, participating in your wellness program, and connecting with your provider team has never been so easy!

How do I access a Registered Dietitian? You may schedule up to 3 sessions per benefit year with a Ramp Health Registered Dietitian. You can log in to portal.ramphealth.com and follow these instructions to schedule your appointment. Call 800.484.7720 for assistance

What support is available to me if I use tobacco?

In addition to the STEPS program provided by your Wellness Coach, Tammy, the Ramp Health platform provides additional support for tobacco users. Access a Ramp Health Tobacco Cessation Specialist via digital messaging and receive personalized tobacco cessation support. All tobacco users participating in QuitNet can order a one-time starter kit of one month's supply of nicotine patches, shipped directly to your home, at no cost to you.

What can I earn by completing activities offered through the Ramp Health platform?

You can earn up to a \$100 gift card by completing health activities of your choice in the platform. Choose from a variety of eGift cards to redeem in the platform as earn points. Participants can earn points that convert to dollars by engaging with the platform content in any way they choose! Through watching videos, reading infographics, tips, articles, learning through courses, survey questions, and more.

How do I check my completion status? You can go to the Ramp Health platform and track your completion status. You can also message your Wellness Coach, Registered Dietitian and/or QuitNet Tobacco Cessation specialist.

Who do I contact if I am having issues uploading my forms to the platform?

Your Wellness Coach, Tammy, is available to help you. You can contact her at tyoung@ramphealth.com or 717-215-7859 or support@ramphealth.com

Meet Your Wellness Coach

Tammy Young COTA/L

Associate of Science in Occupational Therapy – Penn State University

Licensed as a Certified Occupational Therapy Assistant

Personal Fitness Trainer and Certified Health Coach – American Council on Exercise



Previous Background

Prior to joining Ramp Health, Tammy gained experience working in inpatient and outpatient rehab, skilled nursing, extended school year programs for children with autism, and coached adults with multiple disabilities. Her specialty is in health coaching and providing therapeutic services to those with disabilities. Outside of work, Tammy is an avid obstacle course racer, trail and road runner. She enjoys strength training, kayaking, gardening and attending live music events.

Tammy believes that small changes with consistency add up over time.

Consider Tammy as a personal resource who will gladly answer your questions and offer coaching in areas such as:

Health Metric Testing:

- Blood Pressure
- Body Composition
- Hydration

Management of Minor Aches or Muscle Soreness

General Health and Wellness Topics:

- Exercise, Fitness and Conditioning
- Tobacco Cessation
- Stress Management
- Nutrition
- High Blood Pressure, Heart Disease
- Diabetes
- Sleep

Tammy's pledge: To make health information easy to apply to everyday life practices.

You may contact Tammy at tyoung@ramphealth.com or 717-215-7859

Everything is 100% Confidential!

Meet Your Senior Registered Dietitian

Kristen Tuscai MA, RD, LDN

Masters of Arts in Nutrition Education in Wellness Promotion
Bachelors of Science in Nutrition & Dietetics – Immaculata University
Registered Dietitian – Commission on Dietetic Registration



Previous Background

Kristen has over 8 years of experience as a Clinical Dietitian, helping individuals with a variety of illnesses achieve their weight loss goals, while learning how to utilize food to control their disease and improve their overall quality of life. Outside of work, Kristen enjoys running and strength training, and staying active with her husband Tony. She also loves to spend time with her family and friends.

Registered Dietitians are recognized by the Academy of Medicine as THE nutrition experts. Kristen will help help you to set realistic goals to maintain or improve your health through proper nutrition.

Virtual Nutrition Counseling:

- Comprehensive dietary assessment
- Analysis of personal dietary needs
- Proven nutrition interventions
- Strategies to overcome barriers

Nutrition Support For:

- Weight Management
- Stress Management
- Food Insecurity
- Sleep
- Improving Clinical Markers

Topics May Include:

- Mindful Eating
- Meal Planning
- Grocery Shopping
- Food Preparation
- Eating on a budget
- And more!

Call 800-484-7720 or email contact@ramphealth.com to schedule an appointment with Kristen.

Access your **Registered Dietitian** through your **Ramp Health** digital platform. Log in at **portal.ramphealth.com**

Don't have an account? Call **800.484.7720** to see how you can get started today!

Scheduling a Nutrition Counseling Appointment



Getting Started

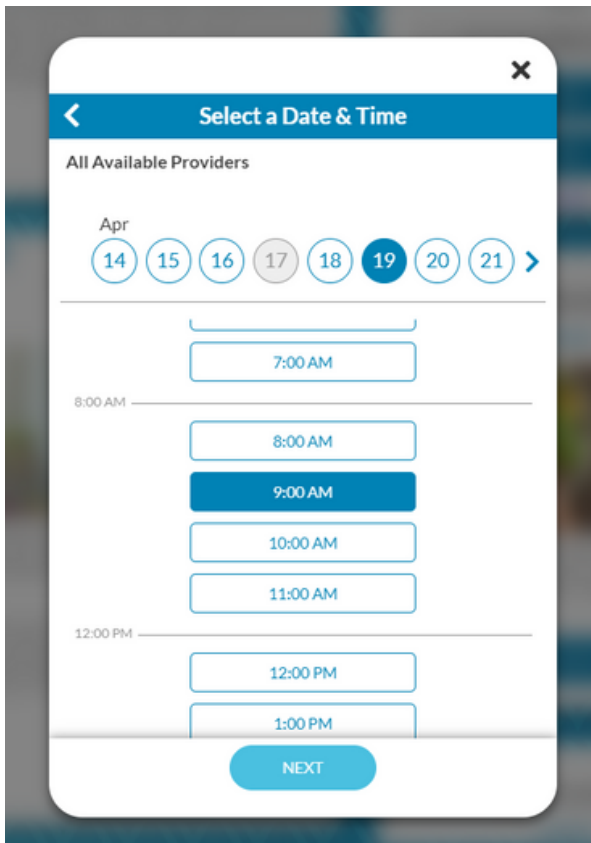
Manage your appointments with your Ramp Health provider right from the Ramp Health digital platform. Click the “Schedule Appointment” button within the left menu and you can set up an appointment in a few easy steps.

Once you schedule an appointment, an “Upcoming Appointment” tile will appear on the dashboard.* From here you'll be able to view your appointment details, reschedule, or cancel your appointment. This can also be done from your confirmation email.

**You will not see the “Upcoming Appointment” section if you do not have an appointment scheduled.*



Click “Schedule Appointment” to be guided through a few simple steps.



1

How do I activate my account?

You will receive a Welcome E-mail with your log in information. All new employees will receive a Welcome E-mail the month following their hire date. Spouses Welcome E-mails will be sent to the e-mail address of the member on the plan. Spouses will have a code that is unique to them for registration.

2

How do I use my platform?

Access your platform via web browser and as an app on your smart device. Accessing valuable health and wellness resources, participating in your wellness program, and connecting with your provider team has never been so easy!

3

Bookmark

Download the app or bookmark <https://portal.ramphealth.com> to access your account in the future.



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Tobacco Free is the Way to Be!

Employees and spouses who have self-reported to be tobacco users during open enrollment can avoid the tobacco surcharge of \$20 per week (\$40 per week if both employee and spouse use tobacco) by completing one of the following tobacco cessation programs.*

Complete ONE of the following programs
STEPS Tobacco Cessation with Wellness Coaches: Contact Tammy Young at 717-215-7859. Reserve time with Tammy when she is scheduled at your location. She can offer resources to meet your individual needs. A minimum of 5 sessions is required to complete the program. (Proof of completion submitted by the Wellness Coach.)
Ramp Health QuitNet Tobacco Cessation: Login to your Ramp Health Digital Platform to access your smoking cessation self-guided course, valuable tobacco cessation content, and connect with a Tobacco Cessation Coach. The course can be completed at your own pace! Log into https://portal.ramphealth.com (Proof of completion automatic through Ramp Health Platform).
PA Free Quitline: Call 1-800-QUIT-NOW This phone-based tobacco cessation counseling service offers free coaching and support to create a plan that is right for you. Available 24hrs/7days per week with free NRT if medically eligible. English and Spanish options. Up to 5 free coaching calls. Minimum of 4 calls required to qualify as completing the program. (Request and submit proof of completion to Ramp Health) Email: tyoung@ramphealth.com
If you are not sure which option is best for you or need more information, please contact Tammy Young at 717-215-7859 or tyoung@ramphealth.com for assistance. You can also message Tammy directly through your Ramp Health platform.

*Employees who renewed their medical benefits at open enrollment have the surcharge waived for first two months of the benefit year. To keep the surcharge removed for the benefit year, a verified completion of a tobacco cessation program is required by December 31st, 2023. Surcharges paid prior to completion of the program are nonrefundable. Programs may or may not include medications or nicotine replacement. You are not required to quit. These programs and resources are available to assist you in quitting and/or completing a reasonable alternative to avoid the tobacco surcharge.

Tobacco Cessation - QuitNet Course and Tobacco Cessation Coaching

Available through the Ramp Health platform is your smoking cessation self-guided course and access to the tobacco cessation Coach.

- Receive valuable tobacco cessation content by taking the self-guided course.
- Meet one-on-one with your tobacco cessation Coach up to three times at no-cost to you.
- Connect with your tobacco cessation Coach with direct messaging through the Ramp Health Platform
- Receive personalized support in tobacco cessation from a Coach who listens to understand your unique needs.
 - ✓ Receive step-by-step guidance from your Coach in your plan to quit
 - ✓ Develop a plan based on your cravings and triggers
 - ✓ Receive guidance on nicotine replacement therapy (NRT)

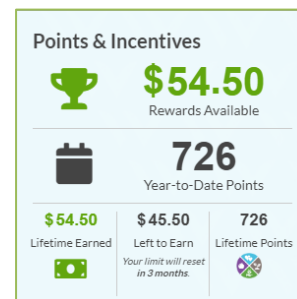
Step 1: Log in at portal.ramphealth.com

Step 2: Take the Health Risk Assessment and indicate that you are a tobacco user.

Step 3: Take the self-paced tobacco cessation course and digital message your QuitNet Coach any time to set up an appointment.

Take it the Finish Line: Earn \$100 in Rewards! All Employees

The Healthy Ways to Live Well program for 2023 is **simple, accessible, and** allows participants to earn **up to \$100 total** for the year 2023 in a combination of activities. **Starting November 1, 2023!**



Participants can earn points that convert to dollars by engaging with the platform content in any way you choose! Through watching videos, reading infographics, tips, articles, learning through courses, survey questions, and more. **The dollars will then be eligible to you as an electronic gift card.**

Users can self-pilot their health & wellness experience throughout the year at the pace that works for them! Interested in a Course on Stress Management but not able to complete a full 45 minutes at once? No problem! Participants can read / watch a single course section or even part of a section one day, then simply click “continue” on the course card when you have another few minutes another day! The more you do, the more personalized the content becomes!

How it works: Points shown on the top left corner of each Activity Card in the platform will convert to \$ when completed – allowing participants to visually see their efforts in consistent engagement in their health result in earnings!

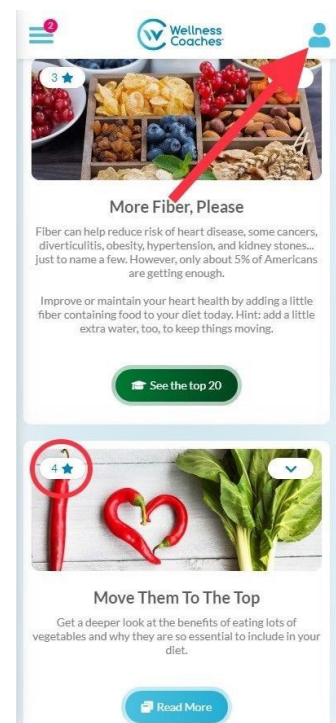
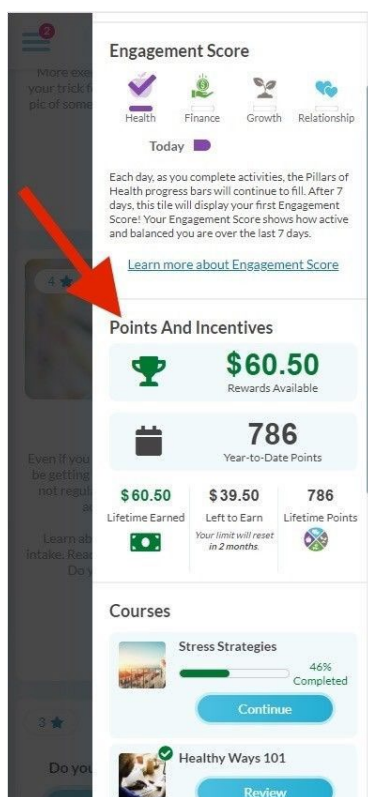
How to claim: Earn points throughout the year and redeem them as an electronic gift card of your choice. You can claim your **electronic gift card** twice throughout the year – April and October, 2024.

Activities that are more involved will show a higher point value, which signals that the activity takes more effort in time or action to complete, but earns a higher point value, resulting in higher \$ earnings quicker.

Where users will see it:

On **mobile app**, the **Points & Incentives Tile** will show by clicking the person icon in top right corner to pop out the side navigation:

On **desktop**, the **Points & Incentives Tile** will show in the right-hand side navigation:



How to Earn \$100 in Rewards

Employees – On the Insurance Plan

For those employees who are on the insurance plan, earn up to **\$60** Annual total through the General Annual Incentive and **\$40** for completing specific key Wellness Activities!

\$60 Annual Total General Incentive can be earned through the *General Annual Incentive*

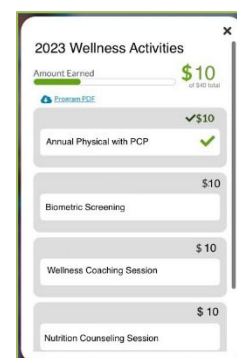
- Earn points that convert to dollars by engaging with the platform content in any way you choose!

\$40 Annual Total Wellness Activities can be earned through specific activities in the *Incentive Program*

- In combination with the general platform activities, Participants can also earn up to **\$40** by completing specific key wellness activities.

The following 4 Wellness Activities offer a chance to earn **\$10 each*** by completing:

1. Annual Physical = \$10
2. Biometrics Screening = \$10
3. Coaching Session = \$10
4. Nutrition Counseling Session = \$10



Employees – NOT On the Insurance Plan

For those employees who are **NOT** on the insurance plan, earn up to **\$90** Annual total through the General Annual Incentive and **\$10** for completing specific key Wellness Activities!

\$90 Annual Total can be earned through the *General Annual Incentive*

- Earn points that convert to dollars by engaging with the platform content in any way you choose!

\$10 Annual Total can be earned through specific activities in the *Incentive Program*

- In combination with the general platform activities, Participants can also earn up to **\$10** by completing specific key wellness activities.

The following Wellness Activity offer a chance to earn **\$10*** by completing:

1. Coaching Session = \$10

**You can only earn the \$10 per activity in this category, one time.*

Wellness Program Forms

Wellness Program Forms and Directions for Use

Annual Physical Form - Throughout the year schedule an annual physical with your primary care provider. Take this form to the appointment and have it completed and signed by your provider. The medical plan covers the cost for an in-network routine annual wellness physical exam.

Important! *Please communicate to your doctor that you are there for your routine annual preventive care exam and to process as a preventive care exam so that you are not charged for the visit. Your insurance plan covers one free preventive care exam per 12 months.*

Biometric Screening Form – Use this form to capture your screening results completed through a family doctor/primary care provider instead of the worksite health screening. Take this form to the appointment and have it completed and signed by your provider.

Medical Exemption Form – Use this form to submit if you are unable to meet the goals of the wellness program due to a medical condition, physical or mental disability, recent pregnancy, or if your primary care provider declares it is medically inadvisable. Take this form to the appointment and have it completed and signed by your provider.

Reasonable Accommodation Form – If you choose to use your Primary Care Provider for your Reasonable Accommodation, please have them complete and sign this form. If you choose to complete 3 visits with one or any combination of your Wellness Coach or RD, you will not need this form. Your provider team will track and report completion of visits.

All forms can be securely submitted to Ramp Health through the Ramp Health Digital Platform.

Return Forms by July 31, 2024 – No Extensions

Upload via the Ramp Health Platform – You can easily use your smartphone to capture a picture of the form or upload as an attachment. If you need assistance submitting your form, contact support@ramphealth.com



Annual Physical Form

Ramp Health has provided our clients a medical form for the purposes of verifying annual wellness exams.
The medical plan covers the cost for an in-network routine annual wellness physical exam.

IMPORTANT! Please communicate to your doctor that you are there for your routine annual preventive care exam and to process as a preventive care exam so that you are not charged for the visit.

All fields must be completed; if any fields are left blank it will delay the processing of this information.
To be completed by the participant:

Last Name: _____ First Name: _____ MI: _____

Address: _____

State: _____ Zip Code (of home address): _____ Date of Birth (MM/DD/YYYY): _____

Gender (circle): Male Female

Circle One: Employee Spouse

Last 4 digits of SS# _____ E-mail: _____

Company: _____ Phone: _____

I authorize my healthcare provider to release the requested information to Ramp Health in compliance with my employer's voluntary wellness program:

Signature: _____ Date: _____

To be completed by the provider or you may attach your test results or care summary:

I confirm that the above named is:

☐ Has undergone an annual physical based upon their age and gender requirements.

I confirm the information provided is accurate:

Provider Signature: _____ Date: _____

Provider Printed Name: _____ Facility: _____

Return Forms by July 31, 2024 – No Extensions

Upload via the Ramp Health Platform – You can easily use your smartphone to capture a picture of the form or upload as an attachment.

If you need assistance, or to submit your form, contact support@ramphealth.com



Reasonable Accommodation Form

Ramp Health has provided our clients a medical form for the purposes of verifying that you are consenting to participate in the voluntary employee wellness program.

All fields must be completed; if any fields are left blank it will delay the processing of this information.

To be completed by the participant:

Last Name: _____ First Name: _____ MI: _____

Address: _____

State: _____ Zip Code (of home address): _____ Date of Birth (MM/DD/YYYY): _____

Gender (circle): Male Female

Circle One: Employee Spouse

Last 4 digits of SS# _____ E-mail: _____

Company: _____ Phone: _____

I authorize my healthcare provider to release the requested information to Ramp Health in compliance with my employer's voluntary wellness program:

Signature: _____ Date: _____

I confirm that I am working with the above individual to make lifestyle changes in at least one of the following areas to help reduce potential long-term health issues.

- Blood Glucose
- Cholesterol/LDL/HDL/Triglycerides
- Blood Pressure
- BMI
- Waist Circumference

I confirm the information provided is accurate:

Provider Signature: _____ Date: _____

Provider Printed Name: _____ Facility: _____

Return Forms by July 31, 2024 – No Extensions

Upload via the Ramp Health Platform – You can easily use your smartphone to capture a picture of the form or upload as an attachment.

If you need assistance, or to submit your form, contact support@ramphealth.com



Medical Exemption Form

Ramp Health has provided our clients a medical form for the purposes of verifying that your Physician releases you from the program requirements due to a medical condition.

All fields must be completed; if any fields are left blank it will delay the processing of this information.

To be completed by the participant:

Last Name: _____ First Name: _____ MI: _____

Address: _____

State: _____ Zip Code (of home address): _____ Date of Birth (MM/DD/YYYY): _____

Gender (circle): Male Female

Circle One: Employee Spouse

Last 4 digits of SS# _____ E-mail: _____

Company: _____ Phone: _____

I authorize my healthcare provider to release the requested information to Ramp Health in compliance with my employer's voluntary wellness program:

Signature: _____ Date: _____

To be completed by the provider:

I confirm that the above named is:

☐ Under my care and it is medically inadvisable/unreasonably difficult for them to participate in the wellness screening and earn associated rewards.

☐ Currently pregnant or has given birth in the last 12 months
You may also submit a copy of the baby's birth certificate, proof of hospital stay or pregnancy related test results

Describe the accommodation being requested: _____

I confirm the information provided is accurate:

Provider Signature: _____ Date: _____

Provider Printed Name: _____ Facility: _____

Return Forms by July 31, 2024 – No Extensions

Upload via the Ramp Health Platform – You can easily use your smartphone to capture a picture of the form or upload as an attachment. If you need assistance, or to submit your form, contact support@ramphealth.com



Biometric Screening Form

Ramp Health has provided our clients a medical form for the purposes of verifying their individual screenings.

All fields must be completed; if any fields are left blank it will delay the processing of this information.

To be completed by the participant:

Last Name: _____ First Name: _____ MI: _____

Address: _____

State: _____ Zip Code (of home address): _____ Date of Birth (MM/DD/YYYY): _____

Gender (circle): Male Female

Circle One: Employee Spouse

Last 4 digits of SS# _____ E-mail: _____

Company: _____ Phone: _____

I authorize my healthcare provider to release the requested information to Ramp Health in compliance with my employer's voluntary wellness program:

Signature: _____ Date: _____

To be completed by the provider or you may attach your test results:

Height (Feet/Inches): _____ Total Cholesterol: _____

Weight (lbs.): _____ Triglycerides: _____

BMI or Body Fat %: _____ HDL: _____

Waist Circumference _____ LDL: _____

Blood Pressure _____ Glucose (fasting): _____

I confirm the information provided is accurate:

Provider Signature: _____ Date: _____

Provider Printed Name: _____ Facility: _____

Return Forms by July 31, 2024 – No Extensions

Upload via the Ramp Health Platform – You can easily use your smartphone to capture a picture of the form or upload as an attachment. If you need assistance, or to submit your form, contact support@ramphealth.com

Equal Employment Opportunity Commission Notice Regarding Wellness Program

In compliance with EEOC issued a final rule, available at <https://www.federalregister.gov/articles/2016/05/17/2016-11558/regulations-under-the-americans-with-disabilities-act>, amending the regulations and interpretive guidance (also known as the appendix) implementing Title I of the Americans with Disabilities Act (ADA) as they relate to employer wellness programs, Brubacher Excavating Inc. provides the following information with regard to the Brubacher Excavating Inc. Healthy Ways to Live Well program.

Title I of the ADA prohibits employers from discriminating against individuals on the basis of a disability. It also generally restricts employers from obtaining medical information from applicants and employees but allows employers to make inquiries about employees' health or do medical examinations that are part of a voluntary employee health program.

The ADA requires employers to make all wellness programs available to all employees, to provide reasonable accommodations that allow employees with disabilities to participate, and to keep all medical information confidential.

This new rule allows employers to provide limited incentives as part of wellness programs that make disability-related inquiries or require medical examinations. Incentives may be financial or in-kind (e.g., time-off awards, prizes, and other items of value). This rule does not apply to wellness programs that do not obtain medical information but simply require employees to engage in a certain activity (such as attending a nutrition or weight loss class or walking a certain amount every week) in order to earn an incentive.

However, employers have to provide reasonable accommodations (such as a sign language interpreter for someone who is deaf to attend a nutrition or smoking cessation class, materials in an accessible format like Braille or large print for someone with a vision impairment, or an alternative to a walking program for someone who uses a wheelchair) to allow employees with disabilities to earn whatever incentive is offered.

An employee's participation in a wellness program that includes disability-related inquiries or medical examination must be voluntary. In order for participation to be considered voluntary, an employer:

- may not require participation;
- may not deny access to health insurance or benefits to an employee who does not participate;
- may not retaliate against, interfere with, coerce, intimidate, or threaten any employee who does not participate or fails to achieve certain health outcomes;
- must provide a notice that explains the medical information that will be obtained, how it will be used, who will receive it, and the restrictions on disclosure; and
- must comply with the incentive limits described in the rule.

Any employee health program, including disability-related inquiries or medical examinations that are part of such a program, must be **reasonably designed to promote health or prevent disease**. A wellness program meets this standard if it:

- has a **reasonable chance** of **improving the health** of, or **preventing disease** in, participating individuals; and

- is not **overly burdensome**, a **subterfuge for violating** the ADA or other laws prohibiting employment discrimination, or **highly suspect** in the method chosen to promote health or prevent disease.

A wellness program is not reasonably designed to promote health or prevent disease if the program:

- exists **merely to shift costs** to employees based on their health;
- is used **only to predict an employer's future health costs**;
- imposes **unreasonably intrusive** procedures, an **overly burdensome** amount of time for participation, or **significant costs** related to medical exams on employees; or
- collects health information but does not use it to provide follow-up information or advice to individual participants or to design a program that addresses at least some conditions identified in the responses (e.g., a program to help manage diabetes if aggregate information shows that a significant number of employees in the employer's workforce have diabetes).

Incentives to an employee who answers disability-related questions or undergoes medical examinations as part of a wellness program in order to earn a reward or avoid a penalty, are limited to the following:

- **Where the employer requires the employee to be enrolled in a particular health plan** in order to participate in the wellness program, the incentive to the employee may not exceed **30 percent of the total cost of the self-only version of the plan in which the employee is enrolled.**
- **Where the employer offers more than one self-only health plan and does not require** the employee to be enrolled in a particular health plan in order to participate in the wellness program, the incentive may not exceed **30 percent of the lowest cost major medical self-only plan the employer offers.**
- **Where the employer does not offer a health plan**, and offers a wellness program that is open to employees, the incentive may not exceed **30 percent of the total cost to a 40-year-old non-smoker purchasing self-only coverage under the second lowest cost Silver Plan available on the state or federal Exchange in the location that the employer identifies as its principal place of business.**

ADA rules already in effect prior to this rule prohibit the disclosure of an employee's medical information. The final rule does not change any of the exceptions to confidentiality in EEOC's existing ADA regulations but adds two new requirements. An employer:

- may only receive information collected by a wellness program in aggregate form that does not disclose, and is not reasonably likely to disclose, the identity of specific individuals except as necessary to administer the plan; and
- may not require an employee to agree to the sale, exchange, transfer, or other disclosure of medical information or to waive confidentiality protections under the ADA in exchange for an incentive or as a condition for participating in a wellness program, except to the extent permitted by the ADA to carry out specific activities related to the wellness program.

The obligation under this EEOC final rule apply to Brubacher Excavating Inc. and not to Ramp Health. Ramp Health is not an "Employer" as defined under regulations or an agent of Employer. Ramp Health is a third-party service provider employed by Employer. However, Ramp Health shall work with your employer to ensure compliance.