



2015 Wellness Program Overview

Metromont's Wellness Program works in cooperation with TargetCare and the "Right-On-Target" Program to offer a valuable wellness resource at no cost to you. The goal of this program is to help our associates and their spouses covered under Metromont's medical plan to become more aware of their own personal health and to learn how to make better health choices. As an eligible participant, it is important that you understand how the program works and the rewards of staying healthy.

What is the Right On Target Program?

Metromont partners with TargetCare to offer the Right-On-Target Program as an important part of our Wellness Program. The benefits of this program consist of:

- A free annual Clinical Health Assessment (CHA) for you and your spouse covered under Metromont's medical plan that is designed to help raise awareness of certain health risk conditions;
- A detailed review of your CHA results with a TargetCare health coach that designates you into a Risk Category; and
- A structured visit schedule with a TargetCare health coach to help you stay on track towards reaching and maintaining your health goals.

For the convenience of our associates, appointments with a TargetCare health coach are available either through Metromont's Onsite Health Clinic or a scheduled telephonic visit (available for Bartow associates, Field Superintendents, and Sales and Business Development Managers working from a remote office ONLY). Spouses will have their CHA follow-up review conducted telephonically with a health coach designated for their geographic location.

What are other benefits of the Wellness Program?

In addition to a free CHA through TargetCare, you are eligible to receive a contribution from Metromont of \$125 per quarter (up to \$500 per year) to your Health Savings Account (HSA) for each quarter you and your spouse are compliant with the Right-On-Target Program. You also are eligible to receive generic prescription medications related to the treatment of high blood pressure, high cholesterol, and/or high blood sugar at no cost to you through Metromont's prescription drug plan.



How am I eligible to receive the HSA contribution from Metromont?

For associates and their spouses enrolled in Metromont’s medical plan as of January 1st, a quarterly contribution of \$125 will be made provided the following requirements are met:

Timeline	What Must Be Done	HSA Contribution
1 st Quarter 2015	Both you and your spouse covered under Metromont’s medical plan must have a CHA completed by March 31 st ; AND The associate’s CHA follow-up review must be completed by March 31 st	Will receive \$125 employer HSA contribution
2 nd Quarter 2015	Your spouse must have completed his/her CHA follow-up review by June 30 th ; AND The associate must be compliant with the ROT Program	Will receive \$125 employer HSA contribution
3 rd Quarter 2015	The associate must be compliant with the ROT Program	Will receive \$125 employer HSA contribution
4 th Quarter 2015	The associate must be compliant with the ROT Program	Will receive \$125 employer HSA contribution

Note: For associates hired after January 1st, spouses are not required to have a CHA until the next available CHA event. In this case, only the associate is required to be compliant with the ROT Program by having a CHA, a follow-up review, and visit with the TargetCare health coach as required by their designated risk category.

Additionally, the associate must be enrolled in Metromont’s medical plan and have a Health Savings Account through HSA Bank in your name. You must also be enrolled in Metromont’s medical insurance plan for a full quarter to be eligible to receive the employer HSA contribution. Lastly, you must be employed with Metromont at the time the employer HSA contribution is awarded.

How often must I visit the Onsite Health Clinic?

The results of your CHA will be identified on your Chronic Disease Risk Summary report and you will be placed into one of the following Risk Category groups:

- Average or Below Average Risk
- Above Average Risk
- Relatively High Risk



In addition to your annual CHA and review, the number of times per calendar year you need to visit with the TargetCare health coach in accordance with your risk category are as follows:

Risk Category	Clinician Visit Schedule
Average or Below Average Risk	Annual CHA and review and one (1) health coach visit per year between January and November
Above Average Risk	Annual CHA and review and health coach visits every sixteen (16) weeks between January and November
Relatively High Risk	Annual CHA and review and health coach visits at least every eight (8) weeks between January and November

It is your responsibility to visit with the TargetCare health coach as required. Should you not meet with the health coach as scheduled, you will be designated as non-compliant with the program and not eligible to receive Metromont's contribution to your HSA.

What if I don't agree with my compliance status?

TargetCare will determine whether or not you are compliant with the Right-On-Target Program. Appeals regarding your compliance status can be made to TargetCare only. Metromont will not make any determination regarding the compliance status of its associates.

Questions or concerns regarding the program may be directed to the Corporate Benefits Department at (864) 605-5006.