

2021

# Non-FEHB Supplemental Wellness Package



## Federal Employees and Annuitants

The 2021 Supplemental Wellness Package is focused on improving the health of you and your family with the opportunity to earn cash incentives on your outcomes.

**CASH incentives are paid quarterly during the benefit year. See details on following pages!**

TakeCare's federal supplemental wellness benefit package aims to provide additional benefits to Federal members in Guam and CNMI that are not part of the Federal Employee Health Benefit Plan ("FEHBP"). The package includes cash incentive options to achieve a better and healthier lifestyle through incentives, gym membership and other health related discounts and programs.

## New for 2021! Earn Credits for Self-Reported Fitness Activities

**Don't miss out! Re-enroll or enroll no later than December 14, 2020.**

( For more information, call our open season info line at (671) 300-7916 to speak with a TakeCare representative.



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*Our Island, Your Health Plan™*

# 2021 Non-FEHB Supplemental Wellness Package

**Get more opportunities to earn cash incentives and earn more when you complete your screenings at FHP Health Center.** The program encourages and incentivizes members to complete certain preventive services that provide a proactive approach in ensuring potential chronic conditions are identified at an early stage to be addressed and managed through available TakeCare case management programs and intervention.

To enroll, Fill out the online Supplemental Wellness Package Application at <http://tiny.cc/FederalWellness>



## PART I – Outpatient Executive Check Up

- Services are covered at participating providers in the Philippines up to but not exceeding Php 15,500 per member per plan year.
- Services needs to be prior coordinated and scheduled with TakeCare.
- Benefit is not convertible to cash if unused during a benefit period and cannot be applied towards other services.
- This benefit is not eligible for travel and/or airfare benefit.
- Call TakeCare Customer Service to schedule an appointment.



## PART II – Health Management Incentive Plan (Maximum Incentive: \$250 per individual/\$500 per family)

CRITERIA/REQUIREMENT	If Completed at FHP Health Center	If Completed within TakeCare's Participating Network
<b>Preventive</b>		
Completion of TakeCare's Online Health Risk Assessment (HRA) by eligible members 18 years and older once per benefit year.		\$5
Completion of a Biometric Screening through a TakeCare participating primary care provider, TakeCare's Wellness team or member's chosen fitness partner once per benefit year. Available to eligible members, 18 years and older.		\$5
Completion of an Annual Physical Exam through a TakeCare participating primary care provider once per benefit year.	\$50	\$25
Completion of an Annual Physical Exam and Colorectal Cancer Screening for eligible members ages 50-75 with any of the following services: colonoscopy, sigmoidoscopy and fecal occult blood test once per benefit year as part of the annual physical exam through TakeCare's participating primary care provider.	\$25	\$10
Completion of an Annual Physical Exam, Breast Cancer Screening and Screening Mammogram for eligible female members between 35 to 73 years of age as part of the annual physical exam through TakeCare's participating primary care provider.	\$25	\$10
Completion of an Annual Physical Exam, Cervical Cancer Screening and Pap Smear for eligible female members between 21 to 65 years of age as part of the annual physical exam through TakeCare's participating primary care provider.	\$25	\$10
Administration of flu vaccines for eligible members between 18 to 64 years old once per benefit year.	\$10	\$5
Completion of an Annual Dental Exam through a TakeCare participating dentist.	\$10	\$5
Completion of an Annual Vision Exam through a TakeCare participating primary care provider.	\$10	\$5
Completion of a Pre-natal Visit with a TakeCare participating Obstetrician Gynecologist within the first trimester and member needs to provide documentation and proof of pre-natal visit and pregnancy test to TakeCare.	Not Applicable	\$10
Sustained controlled HbA1c of less than 8% in a benefit year by insulin dependent patient members.	\$10	Not Applicable
Achieving a 75% medication adherence to any one of the following - antidiabetic, antihypertensive, antihyperlipidemic or asthma medication in a benefit year for eligible patients/members diagnosed with diabetes, hypertension, dyslipidemia and asthma (respectively) as prescribed by a TakeCare participating primary care provider.	Not Applicable	\$10
Completion of any TakeCare Disease Management Program or Wellness Workshop once per benefit year.	\$25 per program up to \$50 maximum per member per benefit year	N/A

## PART III – Outcome-based Incentive Plan (Maximum Incentive: \$350 per individual/\$700 per family for Part III & IV)

CRITERIA/REQUIREMENT	MEMBER INCENTIVE
10% improvement or sustained blood pressure reading of lower than 140 over 90 if eligible member completed an initial screening and final screening must be at least (3) months apart within the benefit period. Screening must be performed by TakeCare's Wellness Team, primary care provider or chosen participating gym/fitness partner. Results must be submitted to TakeCare (tc.incentives@takecareasia.com).	Initial Screening - \$100 Final Screening - \$100
10% improvement or sustained cholesterol screening results for LDL-C less than 100md/dl or Triglycerides less than 150mg/dl if eligible member completed an Initial screening and final screening must be at least (3) months apart within the benefit period. Screening must be performed by TakeCare's Wellness Team, primary care provider or chosen participating gym/fitness partner. Results must be submitted to TakeCare (tc.incentives@takecareasia.com).	Initial Screening - \$100 Final Screening - \$100
10% improvement or sustained HbA1C results of 7% or lower if eligible member completed a TakeCare's Cardiac Risk Management (CRM) or Diabetes Management (DM) Program and was diagnosed with Diabetes prior to enrollment of the program. Initial screening and final screening must be at least (3) months apart within the benefit period. Screening must be performed by TakeCare's Wellness Team, primary care provider or chosen participating gym/fitness partner. Results must be submitted to TakeCare (tc.incentives@takecareasia.com).	Initial Screening - \$100 Final Screening - \$100

## PART IV – Fitness Incentive Plan (Maximum Incentive: \$350 per individual/\$700 per family for Part III & IV)

CRITERIA/REQUIREMENT	MEMBER INCENTIVE
10% improvement or sustained normal or ideal body fat range; or 2-inch waist circumference improvement or sustained ideal range for waist circumference depending on the member's age and gender; or two (2) point improvement on eligible member's body mass index ("BMI") score or a sustained BMI score between 18.5 to less than 25 if eligible member is part of TakeCare's Wellness or Fitness partner identified weight or physical activity managed group and eligible member has chosen and enrolled under a TakeCare participating gym/fitness partner. Initial screening and final screening must be at least (3) months apart within benefit year. ***To avail of this incentive, you must select a gym to be eligible.***	Initial Screening - \$100 Final Screening - \$100
Completion of ten (10) visits every month by eligible member to chosen TakeCare's participating gym/fitness partner. *HRA must be completed for these incentives to be paid. *Within the same benefit period. ***To avail of this incentive, you must select a gym to be eligible.***	\$10 per month for every month that member had ten (10) visits or more

Wildcards:  CHARLES KING FITNESS CENTER  CORAL REEF FITNESS CENTER  TakeCare Wellness Center

## PART V – Participating Fitness Partners



## PART VI – Added Value Services

- Up to \$600 OFF on Lasik surgery at Island Eye Center
- 10% OFF ZOOM teeth whitening at FHP Dental Center
- 5% OFF on Over The Counter products at all MegaDrug Pharmacies
- 10% OFF on Non-prescription Eyewear and Over The Counter products at FHP Vision Center
- 10% OFF Facials, Massage, and Waxes at Island Skin Spa
- 10% OFF monthly membership fee at Guam Meditation Center<sup>1</sup>
- Up to 15% OFF on ALL Services at Sugar Hut<sup>1</sup>
- 35% OFF on ALL Services at Spa Ayualam<sup>1</sup>

<sup>1</sup> RESTRICTIONS APPLY: Cannot be combined with any other offer, promotions, or discount. List of participating service partners subject to change.

## PART VII – Fee & Enrollment (Online enrollment available at <http://tiny.cc/FederalWellness>)

- \$50/month/member, paid monthly, or \$550/member, 12 months pre-paid
- Fee is waived when enrolled in TakeCare High, Standard, or HDHP Option for 2021
  - Fee waiver continues provided the member utilizes a TakeCare Fitness Partner at least 10 visits per month.
  - Fee waiver is terminated if member utilizes a TakeCare Fitness Partner less than 10 gym visits per month for 2 consecutive months. The month following, the member must begin paying the monthly fee for the balance of the benefit period to continue accessing their chosen participating fitness partner. If member chooses not to pay the monthly fee, then 1) the member is not eligible for Parts IV and V of this package for the remainder of the benefit year and, 2) the member may also be responsible for a membership termination fee at their chosen gym. See the gym for more information.
- 12 month enrollment lock in
  - no disenrollment is allowed within the benefit year, unless no longer eligible for health plan option
  - no changes to your chosen fitness partner during the lock-in period, unless that fitness partner's services are no longer available
- Enrollment is limited to 2020 Open Season only
  - Application form must be completed and submitted to TakeCare by **no later than December 14, 2020. No exceptions.**
- Package benefits are effective **January 1, 2021 to December 31, 2021**

### Wellness and Preventive Incentives

- Health Risk Assessment ("HRA"), Wellness Workshops and Disease Management programs must be completed and done through TakeCare to be eligible for these incentives.
- Members need to be enrolled under the plan for three (3) continuous months within the benefit period and an active member at the end of the benefit period to be eligible.
- Incentives are covered under the member's primary plan for members enrolled under multiple TakeCare plans.
- The member is responsible to submit a valid proof and documentation for incentives related to any reportable criteria and payments for these incentives are subject to the review and approval of TakeCare.
- If TakeCare is not the member's primary insurance, the member is required to submit proof or documentation of completion of any preventive or screening related services.
- Please refer to TakeCare's related policy and procedures on incentives.

### Fitness and Outcome Based Incentives

- For eligible members 18 years old and older
- To be eligible, members need to be enrolled under the plan for three (3) continuous months within the benefit period and an active member at the end of the benefit period.
- All completed stamped cards must be submitted to TakeCare within thirty days from the end of the benefit period to be eligible for any incentives. Otherwise, no further incentive payment will be made to the eligible member after this deadline.
- Health Risk Assessment ("HRA") must be completed within the same benefit period of the fitness incentive payout.**
- Incentives are covered under the member's primary plan for members enrolled under multiple TakeCare plans having incentive programs.
- Under the fitness incentives, incentives are calculated thirty (30) business days after the end of the benefit period for members that are manually submitting completed TakeCare fitness cards and payments are made within sixty (60) days after the end of the benefit period. For members using the TakeCare mobile application ("mobile app"), incentives will be calculated and paid based on completed stamp cards each quarter.
- All initial/baseline and improvement result measurement for the outcome based incentives are evaluated and calculated every three (3) month within the member's current benefit year. These measurement may be completed by the member's primary care provider, TakeCare's Wellness Team or TakeCare fitness partners and will need to be submitted by the member to TakeCare.
- The member is responsible to submit a valid proof and documentation for incentives related to any reportable criteria and payments for these incentives are subject to the review and approval of TakeCare.

### Gym

- Members enrolled under multiple TakeCare plans will only be eligible for gym membership benefit under one TakeCare plan.
- Members need to select their gym choice during open enrollment regardless whether they are an existing or new TakeCare eligible member.
- Age restrictions may apply.
- Additional fees, such as enrollment fees, cancellation fees, and uniform fees may apply.



# 2021 Non-Federal Supplemental Wellness Package–Frequently Asked Questions(FAQs)

## How do I activate my gym membership?

On or after January 1st, simply visit your Preferred Fitness Partner and provide a photo ID and your TakeCare Membership ID number. Your TakeCare Membership ID number is available on the TakeCare Mobile App, TakeCare Membership Card, or you may call customer service at (671) 647-3526 to request your ID number.

## What does my Preferred Fitness Partner offer? Are there any additional costs?

Below are the membership details for TakeCare's Fitness Partners. TakeCare cover a basic membership with all our fitness Partners. Some Fitness Partners offer upgraded options, however, TakeCare does not cover additional fees for these services. Also, TakeCare does not cover registration/enrollment fees, cancellation fee, uniform fees, etc. For more information on upgrade services, please contact your Preferred Fitness Partner

\*Membership upgrade options available. Additional fees are not covered by TakeCare.

### A. TakeCare Wellness Center

- Unlimited access to group fitness class schedule
- Age restrictions: Under 16 must be accompanied by an adult

### B. CrossFit Hita

- Unlimited access
- Age restrictions:
  - 16 years and older

### C. \*CrossFit LatteStone

- Access to 10 visits per month

### D. \*Custom Fitness

- Access to basics, yoga, mobility, child & teen, and open gym

### E. \*Fitness Factory

- Access to CrossFit and MonkFit classes

### F. Guam Muay Thai

- Unlimited Access
- Age restrictions:
  - 6 years and older

### G. Gold's Gym – Saipan

- Unlimited Access

### H. \*Guam Taekwondo Center

- Unlimited Access
- Enrollment Fee: \$50 (single) or \$100 (Family): not covered by TakeCare
- Age restrictions:
  - 6 years and older

### I. Hilton Wellness Center

- Unlimited access to fitness center and group fitness schedule
- Age restrictions:
  - 16 years and older

### J. International Sports Center

- Unlimited Access
- Age restrictions:
  - 13 years and older

### J. Latte Built – Saipan

- Unlimited Access
- Age restrictions:
  - 15 and older to sign up for own membership. Minors must have the parents/legal guardians consent.
  - Minors can also be added to a legal guardian/parent's membership, but may only enter the gym with their parent/legal guardian.

### L. Paradise Fitness Center

- Dual Club Access: Hagatna and Dededo Locations ONLY
- Age Restrictions:
  - Below 18 years old must provide parental consent
  - 13 years and younger, must provide physician recommendation

### M. \*SKIP Entertainment Company

- Access to one (1) session per week
- Age restrictions:
  - 7 – 18 years old

### N. Synergy

- Unlimited access to Synergy I, Synergy II, and Dusit Thani

### O. \*The Pound Academy

- Choice of one [1] membership option:
  - Brazilian Jiu-Jitsu,
  - Muay Thai,
  - Group Fitness Classes at Hyatt Resort & Spa
  - Open gym
- Age restrictions:
  - 13 years and older

### P. Tribe

- Unlimited Access

### Q. Triton Fitness Center

- Unlimited Access

### R. Unified

- Choice of Unlimited Access to One (1) Program:
  - General Physical Preparedness (GPP)
  - GPP Basic
  - Burner
  - Unified Anywhere (At-home program)
- Age Restrictions:
  - 13 years and older

### S. Urban Fitness Center

- Unlimited Access
- Age restrictions:
  - Below 18 years old must have parental consent
  - 12 years old and below must be accompanied by an adult Unlimited Access

## How do I get credit for my gym visits/workouts?

- TakeCare offers 2 ways for you to track and receive credit for your gym visits:
  - TakeCare's Mobile App (available for download on the App Store and Google Play.
  - TakeCare Paper Stamp Cards
- One (1) validation stamp is to be given per visit or workout (max of two (2) fitness stamps per day, regardless of facility). Each visits/workout must be at least 30 minutes long.
  - One stamp is given for each group fitness class participated. Additional stamp can be given for second class participated in the same day. Each workout must be at least 30 minutes. Maximum of 2 stamps per day
  - One stamp is given for a group fitness class participated for a minimum of 30-minute workout. A second stamp may be given if the member performs free weights exercise. The exercise must be a minimum of 30 minutes.

## Can I only get fitness stamps at my Preferred Fitness Partner?

- No, you can earn fitness stamps from all our Fitness Partners and Wild Card facilities. Maximum of two (2) fitness stamps per day.

## Other than the required number of monthly visits to gym, is there anything else I need to do to earn the fitness incentives shown in Part IV?

- Yes, to earn the Part IV incentives, you must also complete an online Health Risk Assessment ("HRA") questionnaire in the same year you are earning your fitness incentive.
- Go to <https://www.takecareasia.com/mytakecare-web-portal> to learn more and access the HRA questionnaire.

**NOTE:** This is just a short list of commonly asked questions. For the complete FAQ, visit the following link:  
<https://www.takecareasia.com/openseason20>