



	Category	Target	Incentive ⁺⁺⁺	Reporting
Coaching Categories	WellPath Participation*	Easy as A,B,C: A. Know Your Numbers B. Use Your Numbers : Complete Personal Wellness Assessment (PWA) www.myameriben.com C. Check-in with a WellPath Coach	\$100.00 ⁺ Annually	Submit a completion tracker on WellPath website for: A. Know Your Numbers C. Check-in with a WellPath Coach
	Exercise/Fitness Participation	Improve or maintain fitness level OR regular exercise participation	\$50.00 ⁺ per 6 consecutive months	Work with WellPath Coach to improve a measure of fitness** or log Frequency: ≥ 3xs/week Intensity: TBD by you & WellPath Coach Time: ≥ 20 minutes/session
	Health Enhancement Goal (HEG)	Achieve a measurable goal which positively impacts health status (See PWA report)	\$100.00 ⁺ or 1 day off for single, consecutive HEGs	HEGs are determined by employee and WellPath Coach , typically using PWA
Semiannual	WellPath Endorsed Event	Complete a 1-day, or multi-day WellPath-endorsed event (see WellPath Website)	\$50.00 ⁺ or ½ day off for two events per 6 months ⁺⁺	Submit a WellPath Tracker for specific event(s)
	WellPath Endorsed Challenge	Complete an 8-week to 12-week WellPath-endorsed challenge (see WellPath Website)	\$50.00 ⁺ ½ day off for 1 challenge per 6 months ⁺⁺	Submit a WellPath Tracker for specific Challenge(s)

* WellPath Participation Category must be complete and incentive dispersed before employees can earn incentives for all other categories.
⁺ Cash incentives can be dispersed as taxable income or tax-free as a contribution to an employee’s Flexible Spending Account. ** Health-related fitness measures are strength, muscular endurance, cardiovascular fitness, flexibility and body composition. ⁺⁺ 6 months (Semiannual) periods are January through June and July through December each year. ⁺⁺⁺ Incentive options may vary by participating enterprise: contact [WellPath](#) or your benefits department. All employees may participate in WellPath activities, however only “benefit-eligible” employees, who complete WellPath Participation will receive incentives.

Know Your Numbers (KYN):

“*Your Numbers*” refer to biometric measures which without measurement, we are unaware, and which have significant influence on our health status. The measures for WellPath Participation are: Blood glucose; Blood cholesterol measures; Blood pressure and; Body mass index. To *Know Your Numbers* talk to your doctor or contact [WellPath](#) to register for a KYN screening at your workplace. ([Back to matrix](#))

Personal Wellness Assessment (PWA): This confidential PWA is completed online and is a health survey which uses “*Your Numbers*” (as above in KYN), and other personal health information to help you assess your health status and develop plans to improve your health status. The PWA is administered by a third-party administrator and WellPath receives no personal health information (PHI). You are never required to share PHI with the WellPath program. WellPath receives de-identified, group-level information for use in programming and quality improvement. Step by step instructions for completing your PWA can be found on the WellPath Internet Site and the PWA is completed at www.myameriben.com ([Back to matrix](#))

WellPath Coach: WellPath coaches complete a check-in appointment as part of completion of the WellPath Participation process. The check-in meeting with the WellPath coach will provide an overview of the WellPath Worksite Wellness Program and provide instruction for participation. Health coaching is a requirement for receiving incentives for the Health Enhancement Goals (HEGs) and for Exercise/Fitness Participation (EFP). No PHI is required to meet with a WellPath coach. Qualified health professionals, not affiliated with the WellPath Program may serve as participants' coaches. An initial meeting with a WellPath coach may be necessary for participants using private health coaches for HEGs and EFPs. There are no additional costs to participants using WellPath coaches. To schedule a coaching appointment or learn more about WellPath coaching contact [WellPath](#) ([Back to matrix](#))

Fitness Level (EFPs): The health-related fitness components, as defined by the American College of Sports Medicine, are used for EFPs. Standardized fitness tests can be performed to assess initial health-related fitness status and improvement or maintenance after the 6-month training period. The health-related components of fitness are: Flexibility, body composition, cardiovascular fitness and muscular strength and muscular endurance. WellPath coaches can perform fitness tests to assess fitness status before and after training and help establish an exercise prescription and program. ([Back to matrix](#))

Regular Exercise Participation (EFPs): Regular fitness participation is defined as equal to or greater than 3 exercise sessions per week for 20 minutes per exercise session at an intensity level to maintain or improve current [fitness level](#). Regular fitness participation for completion of the EFPs is measured on a monthly basis, using an established exercise log, and measured on a monthly basis. **Six consecutive months** with more than or equal to 12 exercise sessions accumulating 4 or more hours of exercise in compliance with the exercise prescription developed or reviewed by a WellPath coach, is required to receive the WellPath incentive for EFPs. The 6 month period begins when the initial meeting with the WellPath coach is completed. ([Back to matrix](#))

Health Enhancement Goals (HEGs): Health enhancement goals must be established with a WellPath coach at the beginning of a HEG program. Health Enhancement goals are specific, measurable, quantifiable, challenging, and have a significant positive impact on WellPath Participant's health status. Health enhancement goals include the primary HEG as well as short-term, process goals and action plans to increase success in achieving the HEG. WellPath Participants may only set and achieve one HEG at a time. ([Back to matrix](#))

WellPath Endorsed Events: WellPath endorsed events are measured in days and serve to encourage WellPath Participants to participate in a healthy activity, educate and raise awareness about health status, health behavior change and health enhancement. WellPath Participants complete two incentives per “semester” to earn the \$50.00 incentive. Semesters are 6-month periods from January – June and July – December each year. Events do not carry over from semester to semester. ([Back to matrix](#))

WellPath Endorsed Challenges: WellPath endorsed challenges are measured in weeks and serve to raise the WellPath Participant’s awareness of the power of a lifestyle behavior over time, to establish a habit or accomplish a health-related behavioral goal. WellPath participants complete one challenge per “semester” to earn the \$50.00 incentive. Semesters are 6-month periods from January – June, and July – December each year. Challenges are credited in the semester in which they are completed. ([Back to matrix](#))