

## **Summary of Wellness Services 2016**

In an effort to support the member colleges of the Virginia Private Colleges Benefits Consortium, Inc. ("Benefits Consortium") in their promotion of health and wellness among their employees, the Benefits Consortium has provided access to a variety of wellness programs and services at no cost to the employee. These programs and services are available to all benefit-eligible employees and are completely voluntary. The services are also available to spouses of employees, provided the spouse is enrolled in the Benefits Consortium medical plan. The wellness programs may include a health assessment, including the collection of a blood sample, and a lifestyle questionnaire to assist in evaluating the health status and health improvement opportunities for participants. Programs may also include health coaching to assist participants in identifying lifestyle habits and behaviors that may negatively impact health as well as strategies and activities that may be beneficial for health improvement. In addition, periodic health challenges, campaigns and other individual and group activities designed to provide health and wellness education and support may be made available. Participation incentives may be, but are not required to be, offered by member colleges. The amount, timing and qualification requirements of any participation incentive are at the sole discretion of the member college and will be lawfully determined. No participation incentives are offered by the Benefits Consortium.

All questions, complaints and appeals about these wellness services may be directed to the Plan Administrator as follows.

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