

2024 WELLNESS PROGRAM

\$150 Biometric Screening

A biometric screening includes bloodwork (cholesterol levels, triglycerides, glucose) and vital signs (height, weight, waist circumference, blood pressure). Starting January 26, 2024, log on to My.QuestForHealth.com (enter registration key DVHT) to schedule an appointment at a Quest lab or on-site event or download your unique Physician Results Form to complete with your primary doctor or at the DVHT Health Center.

Incentives

\$150 Colonoscopy

Enrollees age 45 and over are eligible. Cologuard® colon cancer tests accepted. Proof of procedure required. For those under 45, a physician letter is required stating medical necessity for preventive screening.

\$100 Health Education

Attend at least 4 hours of hospital-based education (classes or programs) on topics to improve personal health. Eligible virtual classes offered through the Health Trust are posted at www.dvtrusts.com/events. Proof of education hours required for classes completed through hospital-based programs.

\$50 Women's Well Visit

Annual visit for female health and/or preventive pap smear. Proof of procedure required.

\$50 Mammogram

Enrollees age 40 and over are eligible. Proof of procedure required. For those under 40, a physician letter is required stating medical necessity for preventive screening.

Reimbursements

Up to \$300 Gym Membership

Exercises classes, personal training, digital exercise programs, online activity apps, and traditional fitness facilities qualify. Up to \$75 reimbursement for each quarter of the calendar year (i.e. Jan to Mar, Apr to June, July to Sep, and Oct to Dec) in which at least 12 workouts are completed. One submission per calendar year with proof of payment and workouts to receive reimbursement.

Up to \$200 Race Event Registration

Multiple submissions accepted per year. Proof of payment and registration required. Maximum annual reimbursement \$200.

Up to \$200 WW (formerly Weight Watchers)

In-person or online WW programs. Proof of payment and participation (at least 3 touchpoints per month) required.

Up to \$25 Bike (Sport) Helmet

Dependent children are also eligible to participate. Proof of payment required.

INCENTIVES AND REIMBURSEMENTS ONLY

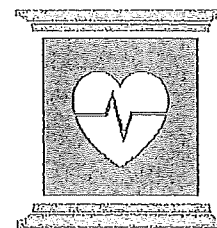
No forms required. Submit proof of procedure, payment, and/ or participation by January 10, 2025 to:

Email: wellness@dvtrusts.com

Fax: (267) 803-5796

Mail: DVHT Wellness, 719 Dresher Road, Horsham, PA, 19044-2205

2024 Health Trust Incentives and reimbursements must be earned between January 1 and December 31, 2024. Submissions are accepted from current Health Trust enrollees and their covered spouses through January 10, 2025. Enrollees whose Health Trust coverage terminates in 2024 must submit complete incentive and reimbursement requests no later than two weeks after their coverage termination date to be eligible for incentives/reimbursements in 2024. One submission is permitted per incentive/reimbursement per calendar year unless otherwise indicated above. Incentives and reimbursements totaling \$600 or more in a calendar year shall result in a Form-1099 being mailed to the member. Proof of procedure is most easily obtained as an Aetna Explanation of Benefits (EOB), available by logging in to www.aetna.com. Please allow up to 6-8 weeks for processing. For more information on programming and eligibility, please visit the "Wellness Programs" webpage under "Member Resources" at www.dvtrusts.com.



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HEALTH TRUST RESOURCES

Log on to www.dvtrusts.com and click "Member Resources" for information about programs and services available to Delaware Valley Health Trust enrollees.

DVHT Health Center

The DVHT Health Center is operated by Marathon Health and is available exclusively to Health Trust enrollees and their covered dependents by appointment. The Center is located at 719 Dresher Road, Horsham, PA. To schedule an appointment or to register for the online patient portal, call (833) 227-3558.

Healthcare Bluebook

You can now earn bigger and better rewards with Healthcare Bluebook. As a Delaware Valley Health Trust enrollee, you and your covered dependents have access to Healthcare Bluebook. Every time you search for eligible procedures on the Healthcare Bluebook tool and pick a Fair Price (green) facility for your care, you can earn a cash reward. For more information, visit healthcarebluebook.com/cc/dvht.

Nurse Navigator

Personalized in-house program to help Health Trust enrollees and their covered dependents better understand treatment and care options, claims processing, and offer an added support system when needed. Contact the Health Trust Nurse Navigator at

nursenavigator@dvtrusts.com.

Employee Assistance Program (EAP)

The EAP is a voluntary program that provides Health Trust enrollees and their spouses, dependent children, parents, and parents-in-law with free, short-term counseling services (up to five free visits). EAP counselors can also work with your Aetna medical plan to refer you for additional treatment if longer term counseling is needed. Contacting the EAP is confidential and easy to do:

- Call (877) 240-6863 for confidential 24/7 access 365 days per year, or
- Download the Health Advocate app through the app store by searching "Health Advocate". Enter "Delaware Valley Trusts" as your organization, or
- Log onto www.healthadvocate.com, enter "Delaware Valley Trusts" as your organization, then click "MyHelp" to connect with a counselor by text, chat or video anytime, anywhere.
- EAP specialists can also assist with supportive services for eldercare and childcare issues, financial and legal concerns, time management and relocation support.

QUESTIONS? Contact the Delaware Valley Health Trust

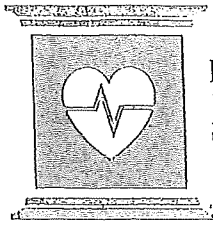
Wellness: (267) 803-5721
wellness@dvtrusts.com

Eligibility: (267) 803-5739
dmeikrantz@dvtrusts.com

Claims: dvhtclaims@dvtrusts.com

More EAP resources can be found at www.healthadvocate.com/members. Enter "Delaware Valley Trusts" as your organization to access online resources including helpful links, monthly newsletters and free live and pre-recorded work/life balance webinars.





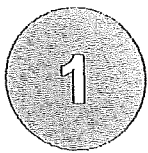
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Health & Wellness

4 Ways to Complete Your Biometric Screening

Completing your biometric screening is easy and convenient. You will receive current lab results that you can share with your doctor and a \$150 incentive for participating. We hope you take advantage of this free service.



With a Physician

Physician Results Form.

Download a Physician Results Form at My.QuestForHealth.com

- Use Registration Key: DVHT or previously created username and password
- Ask your doctor to complete the form using recent lab results.
- Form needs to include all required screening values and signatures.
- Fax the form to Quest Diagnostics or upload online.



At the DVHT Health Center (Horsham, PA)

Paperwork provided in the Health Center

Call 833.227.3558 to schedule an appointment

- Schedule a biometric screening or annual physical appointment.



At a Quest Patient Service Center (PSC)

No paperwork necessary.

Schedule an PSC appointment at My.QuestForHealth.com

- Use Registration Key: DVHT or previously created username and password



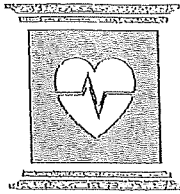
At an Onsite Event

No paperwork necessary.

Schedule an onsite appointment at My.QuestForHealth.com

- Use Registration Key: DVHT or previously created username and password

Your biometric screening must be completed between January 1 and December 31, 2024 in order to qualify for the 2024 Biometric Screening incentive. Fast 9-12 hours prior to screening. Take any regularly scheduled medications as usual. Drinking water is permissible and recommended during the fasting period. You will receive an email when your results are ready to view online. Your printed report will arrive in the mail 2-3 weeks after your screening, followed shortly thereafter by your incentive check.



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Notice Regarding Wellness Programs

The Delaware Valley Health Trust (the "Health Trust") makes a voluntary wellness program available to all employees covered through a Health Trust medical plan and their covered spouses. These programs are administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

The Health Trust's wellness program offerings are all participatory-based. This means that to qualify for the associated financial incentive, you only need to participate in the designated activity rather than achieve a certain/specific health outcome. The annual financial incentives and reimbursements available under the wellness program are as follows:

Biometrics Screening Incentive – \$150	Gym Membership Reimbursement – up to \$300
Colonoscopy Incentive – \$150	Fitness Race Reimbursement – up to \$200
Hospital-Based Health Education Incentive – \$100	Weight Watchers Reimbursement – up to \$200
Women's Well Visit Incentive – \$50	Bicycle Helmet Reimbursement – up to \$25
Mammogram Incentive – \$50	

As indicated in the above chart, included in this wellness program is an opportunity for each eligible participant to complete a biometric screening, which is a blood test that obtains data to identify and inform an individual if they have or are at risk of developing a chronic condition (e.g., heart disease, diabetes). You are not required to participate in the blood test or other medical examinations. Although you are not required to participate in the biometric screening, only eligible participants who do so will receive the associated financial incentive. The information from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you wellness services through the Health Trust, such as wellness coaching or counseling. You also are encouraged to share your results or concerns with your own doctor.

The Health Trust is required by law to maintain the privacy and security of your personally identifiable health information. The Health Trust will receive aggregate information collected pursuant to a biometric screening, which will be used to better design wellness programming based on identified health risks and may be shared with your employer upon request (but only if the group consists of at least 40 participants). The Health Trust will never disclose any of your personal identifiable health information either publicly or to the employer, except as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your employer and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) providers, professional partners of the Health Trust and Health Trust personnel in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program that is stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please reach out to your employer's Human Resources Department or email the Health Trust's Wellness Department at wellness@dvtrusts.com or the Health Trust's Privacy Department at privacy@dvtrusts.com.

Last updated January 2021

