



WELLNESSREBATES SERVICE OFFERINGS

SIDE BY SIDE COMPARISON		TRAIL HEAD	BASE CAMP	SUMMIT
TECHNOLOGY				
1	Client-Branded Web Portal Dashboard	✓	✓	✓
2	Customizable Dashboard Slider	✓	✓	✓
3	Company-wide Incentive Campaign Management	✓	✓	✓
4	Dashboard Incentive Reporting for Individuals	✓	✓	✓
5	Online, Dynamic NCQA Certified HRA w/ Individual Risk Advisor Analysis, Reporting, and Risk-Based Educational Workshops	✓	✓	✓
6	Access to 36+ Online Wellness Workshops	✓	✓	✓
7	Diet & Nutrition Education and Planner via Dashboard	✓	✓	✓
8	Exercise Education and Planner via Dashboard	✓	✓	✓
9	Online Tracking Tools: Food, Fruit & Vegetables, Water, Weight, Cardio, Strength Training & Steps	✓	✓	✓
10	Diet Analysis Tool	✓	✓	✓
11	Healthy Habits Activities Tracker via Dashboard	✓	✓	✓
12	Daily Healthy Tip via Dashboard	✓	✓	✓
13	Monthly Health Newsletter via Dashboard	✓	✓	✓
14	HealthyNow App & Mobile Site	✓	✓	✓
15	Fitbit Integration	✓	✓	✓
WELLNESS SUPPORT & SERVICES				
16	Guaranteed Virtual Wellness Specialist Support Per Month	10 hrs./mo.	20 hrs./mo.	40 hrs./mo.
17	Incentive Campaign: Annual Strategic Design, Consultation and Administration of Standard Participation & Health Contingent (Non Outcome) Incentives Campaign	✓	✓	✓
18	Incentive Campaign Integration Options: HRA, Biometrics, Workshops, Challenges, Event Attendance, Healthy Habits (e.g., Flu Shot, Lunch & Learn, Annual Physical Exam, etc.), Exercise & Food Tracking and Health Outcomes (Health Outcomes may be added to Trail Head & Base Camp)	✓	✓	✓
19	Incentive Reporting	✓	✓	✓
20	Annual Strategic Design, Consultation and Administration of Outcomes-Based Incentives Campaign (Available as add-on to Trail Head & Base Camp)			✓

21	Administration of Up to Two Wellness Rebates Client-wide Health Challenges Per Quarter w/email communication engine	✓	✓	✓
22	Wellness Events Calendar & Scheduling via Dashboard w/email communication engine	✓	✓	✓
23	Ask a Dietitian	✓	✓	✓
24	Ask a Trainer	✓	✓	✓
25	Quarterly Upload of Employee Add/Term File	✓	✓	✓
26	Biometric Data Imported and Tracked in Dashboard	✓	✓	✓
27	Executive & Aggregate Population Health Management Reporting (Participation, Health Risks, Portal Engagement) (Available in Microsoft Excel)	✓	✓	✓
28	Annual Onsite Wellness Presentation to Management	✓	✓	✓
29	Annual Onsite Health Fair per Year Education Stations: Dietitian, Stress Management Instructor, Exercise Physiologist, Physical Therapist			✓
30	Management of Onsite Health Fair by Onsite Wellness Specialist			✓
31	Coordination of Onsite and/or Offsite Biometric Screenings (Electronic Import)(Billed Separately)			✓
32	Recruitment & Management of Wellness Committee			✓
33	Participate in Wellness Committee Meetings and Conference Calls			✓
34	Set Wellness Committee Meeting Agenda and Prepares Meeting Minutes			✓
35	Continuing Education for Wellness Committee on Best Practices and Latest Research			✓
36	Quarterly Onsite Lunch & Learns			✓
37	Risk Factor Follow-Up Consultation w/Individuals: Annual One-On-One Virtual			✓
38	Individual Virtual Wellness Coaching for Employees With One or More Risk Factors (Available as add on to Trail Head & Base Camp)			✓
LEGAL COMPLIANCE				
39	Compliance with the new DOL, Treasury & HHS Wellness Regulations, HIPAA, GINA, and ADA	✓	✓	✓
40	Administering of "Reasonable Alternative Standards" and Waivers	✓	✓	✓

ONSITE BIOMETRIC SCREENING		
41	Onsite Biometric Screening (Non-Fasting): Weight, Height, BMI, Systolic, Diastolic, Total Cholesterol, HDL, Glucose w/electronic upload to Web Portal	Available As Add On
42	Onsite Biometric Screening (Fasting): Weight, Height, BMI, Systolic, Diastolic, Total Cholesterol, HDL, LDL, Triglycerides, Glucose w/electronic upload to Web Portal	Available As Add On
VIRTUAL WELLNESS COACHING		
43	Integrated Risk Factor Follow-Up Consultation w/Individuals: One Virtual Wellness Session	Available As Add On
44	Integrated Individual Virtual Wellness Coaching Sessions (Total 2 hrs per Enrollee; Approx 6 sessions)	Available As Add On
45	Integrated Individual Virtual Wellness Coaching Sessions (Total 3 hrs per Enrollee; Approx 9 Sessions)	Available As Add On
46	Integrated Individual Virtual Wellness Coaching Sessions (Total 4 hrs per Enrollee; Approx 12 sessions)	Available As Add On
OUTCOMES BASED INCENTIVES (OBI)		
47	Portal Administration of Outcome-Based Financial Incentives (BMI, Systolic, Diastolic, Total Cholesterol, HDL, LDL, Triglycerides, and/or Glucose)	Available As Add On
ADDITIONAL SERVICES		
48	Integrated Coaching Module for Client's Coaches	Available As Add On
49	Incentive Fulfillment Through MasterCard/Visa Debit Card	Available As Add On
50	Wellness Program Cost/Benefit & ROI Analysis	Available As Add On
51	Organizational Level Wellness Assessment (HEcheck) and Wellness Program Strategic Plan with Break Even Analysis	Available As Add On
52	Wellness Program Cost/Benefit & ROI Analysis	Available As Add On

Components of a Top-Performing Wellness Program		We Need This	Vendor 1	Vendor 2
1	<p>Dedicated Wellness Professionals A wellness manager and wellness specialist together design, manage and administer your comprehensive wellness program. They also bring fresh ideas and best practices to your program, and provide accountability to leadership.</p>			
2	<p>Wellness Committee Helps develop and promote a wellness program that is aligned with your organization's culture. A balanced wellness committee comprised of 'wellness champions' ensures 'buy in' from all levels of your organization.</p>			
3	<p>Workplace Assessment A wellness audit of your work environment, worksite policies, employee interests, culture, and benefits. A full understanding of all aspects of employee work-life provides valuable insight into your organization's policies and practices, and ensures consistency and alignment with your wellness goals.</p>			
4	<p>Wellness Web Portal An online wellness solution that engages and evaluates population health risks, tracks progress towards personal health goals, and manages wellness challenges, online wellness workshops and resources, financial incentives, and overall wellness participation and provides reporting and program performance metrics. Also, includes mobile access. An engaging online tool that provides on demand resources to your employees and allows for the effective management and administration of your wellness program.</p>			
5	<p>Incentive Strategy Design, management and administration of 'participation' and/or 'outcome-based' financial incentives and the legally required 'reasonable alternative standards'. A carefully designed incentive program provides extrinsic motivation that drives wellness participation and promotes engagement.</p>			
6	<p>Health and Wellness Challenges Regularly scheduled (i.e., quarterly), fun and well communicated wellness challenges. Provides competitive and social motivation to engage in wellness activities, generating ongoing interest and maximum participation.</p>	/		
7	<p>Wellness Marketing Program A communication program, using posters, emails, E-newsletters, texting, live presentations and webinars. Communicates the importance of wellness and your organization's wellness initiatives to develop a stronger culture and encourage higher levels of participation.</p>			

8	<p>Compliance with Federal and State Laws</p> <p>Evaluation, management and administration of all wellness program elements in accordance with legal standards and the new wellness regulations, including the administration of the legally required 'reasonable alternative standards'.</p> <p>Ensures compliance with federal and state wellness, discrimination and privacy regulations.</p>			
9	<p>Wellness Coaching</p> <p>One-on-one coaching for individuals with one or more risk factors to support them in their journey towards better health. Coach access to individual's portal information for effective coaching sessions.</p>			
10	<p>Data Gathering and Reporting</p> <p>Aggregate reporting of Health Risk Assessment and biometric screening results to measure organizational health and improvement. Regular reporting on incentives, challenges and other wellness activities to ensure your wellness program is meeting its goals.</p>			
11	<p>Annual Assessment of Your Organization's Wellness Program</p> <p>Preparation and presentation of your organization's aggregate health risks, changes over time, program participation levels, and health-related data.</p> <p>Establishes shared goals and keeps all stakeholders apprised of wellness program successes and progress.</p>			