

About the Wellness Credit (6/8/23)

What is the Wellness Credit?

The Wellness Credit is a \$600 annual reduction in a participant's medical rates for getting a complete physical and participating in an Aetna health plan (by enrolling in one of the Aetna health plans during Annual Enrollment for the next plan year or continuing with the participant's Aetna health plan in the following year).

The employee will receive the credit in the calendar year following their physical and it will be divided evenly over the paychecks they receive in the year. Recipients will see their Aetna health plan rate reduced by \$23.08 for bi-weekly pay or \$11.54 for weekly pay.

What does a complete physical include?

A complete physical typically includes a physical exam, blood pressure check, bloodwork, and any other tests a physician deems appropriate. The physician will determine what is needed based on age and health status. Sodexo is not requiring any specific services be included in the physical. The physician signing off on the Physician Certification Form is all that is needed to validate a physical took place.

Eligibility

Who is eligible?

Employees who are eligible to enroll in an Aetna health plan. It is not required that employees participate in a Sodexo health plan for the physical to be eligible for the credit. Just that they enroll in an Aetna health plan for the following plan year.

Who is not eligible?

- Employees who are not eligible to enroll in an Aetna health plan
- Employees enrolled in COBRA or retiree medical coverage
- Employees in a Collective Bargaining Agreement (CBA) that is not eligible for standard Sodexo medical plans
- Employees enrolled in a Hawaii medical plan (HMSA), the Triple-S medical plan in Puerto Rico, or a Kaiser HMO medical plan the following plan year

Are spouses/ dependents eligible to receive the credit?

No, only employees are eligible.

If employees terminate from Sodexo and are rehired, will the credit continue when they return?

If rehired within the same calendar year and they continue to be covered by an Aetna health plan, the employees' credit will resume once they are rehired.

If they are rehired in the following calendar year, they will be eligible to earn the credit for the following year by getting a physical.

How is the credit handled if employees are on Leave of Absence (LOA) or Temporary Unit Closing (TUC) LOA?

As long as they continue to pay for their Aetna health plan coverage while they are on LOA, they will pay the reduced health plan rate.

If employees have a break in their medical coverage participation (cancel for non-payment, LOA), will the credit amount increase when coverage resumes to make up for the time employees weren't a participant?

No, the credit amount will remain the same. They forfeit the credit for the time they aren't participating.

What happens if employees have a qualifying event and can re-enroll in coverage that was previously canceled?

The credit will resume once the coverage resumes if it occurs within the same calendar year.

Are new hires eligible?

Yes, they are eligible and should follow the steps required for participation outlined above. If they cannot have a physical and/or submit the Physician Certification Form by Sept. 30, but submit the form after that date, their Wellness Credit will be considered for the plan year following the next plan year (note they have to be enrolled in one of the Aetna health plans as well).

Are union employees eligible for standard medical benefits eligible for the credit? Yes, they are eligible.

What if employees have a qualifying event making them ineligible for benefits midyear?

They will be unable to earn or receive the credit once they become ineligible for benefits.

How to earn the credit

Employees should follow these steps:

- Go to SodexoBenefitsCenter.com and select Wellness Credit on the home page or call 855-668-5040 to obtain a Physician Certification Form
- Get a complete physical
- Ask their physician to complete the form at their physical
- Email the form or a clear picture of the form to forms@mobilehealthconsumer.com or fax it to 833-421-6742 by Sept. 30
- During Annual Enrollment, enroll in an Aetna health plan
- If they miss the Sept. 30 deadline, the credit can be considered for the next plan year if they remain eligible

Where can an employee get the Physician Certification Form?

The employee can obtain the form from SodexoBenefitsCenter.com and select Wellness Credit on the home page or can call 855-668-5040 to request one.

Is it required that employees who want to participate in the Wellness Credit be enrolled in an Aetna health plan?

There is no requirement for employees to be enrolled in a Sodexo medical plan or any medical plan to earn the Wellness Credit. The requirements are:

- Be eligible to enroll in an Aetna health plan
- Get the physical and submit the form by Sept. 30
- Be enrolled in an Aetna health plan on the first day of the following plan year

About the Physical

What proof is accepted for the employee's completed physical?

A completed Physician Certification Form, submitted by Sept. 30, each year, is needed to obtain the credit in the following year. Submitting the form after that date will not earn the credit for the following plan year.

Can a physical be completed as a virtual visit?

No, only in-person physical appointments are eligible.

What type of appointment should employees schedule when calling their physician?

Employees should schedule the appointment for a complete physical, which typically includes a physical exam, blood pressure check, bloodwork, and any other tests your physician deems appropriate. The physician will determine what is needed based on age and health status.

Where, and by whom, can employees get their complete physical?

A Primary Care Physician, physician's assistant or nurse practitioner can complete the physical. Employees can choose a physician's office, retail clinic (e.g., CVS Minute Clinic), or a walk-in clinic (e.g., some urgent care centers).

Is there time-off available for physical appointments?

Employees may use **approved** sick leave for this appointment.

Deadlines

What if employees miss the Sept. 30 deadline to submit the form?

If they miss the Sept. 30 deadline, the credit may be considered for the next plan year if they remain eligible and participate in an Aetna health plan on Jan 1 of that year.

What happens if an employee has a physical after Sept. 30 deadline?

Physicals that occur between Oct. 1 and Sept 30 of the following year may allow employees to earn the Wellness Credit for the next plan year, if they participate in an Aetna health plan on Jan 1 of that year.

What are the deadlines to earn the credit for 2024? 2025?

- Sept.30, 2023 – deadline to submit the Physician Certification Form
- Jan. 1, 2024 – the date coverage in an Aetna health plan must exist
- Oct. 1, 2023 – Sept. 30, 2024 – timeframe to get a physical and submit a Physician Certification Form for 2025
- Jan. 1, 2025 – the date coverage in an Aetna health plan must exist

Physician Certification Form

What if an employee gets the physical before Sept. 30 but submits the form after Sept. 30?

Physician Certification Forms received after the Sept. 30, deadline will be considered for the plan year after next.

How do employees get the form to fill out?

The employee can obtain the form from SodexoBenefitsCenter.com and select Wellness Credit on the home page or call 855-668-5040 to request one.

How do employees return the form to earn the credit?

They can email the form or a clear picture of the form to forms@mobilehealthconsumer.com or fax it to 833-421-6742.

Can employees take a picture of the form and email it?

Yes, they may submit a picture of the form through email or fax (make sure it's not blurry and all fields on the form are visible).

Can employees have the physician's office submit the form on their behalf?

Yes, their physician's office may submit the form by emailing it to forms@mobilehealthconsumer.com or faxing it to 833-421-6742.

Can employees upload the form through Sodexo Benefits Center?

No, uploading options are not yet available. Employees may only return the form by emailing it to forms@mobilehealthconsumer.com or faxing it to 833-421-6742.

How do employees know the form was received and processed?

1. Employees should allow up to 10 days for the form to be reviewed and processed
2. They will receive a notification through the Sodexo Benefits Center wellness portal under messages. To access the wellness portal messages, they login to SodexoBenefitsCenter.com and click on the link that says Wellness Credit. If they have an email address on file at the Sodexo Benefits Center, they will also receive an email notification.
3. Employees may also call Sodexo Benefits Center at 855-668-5040 to verify the status

If an employee's certification form is denied, what do they do next?

The reason for the denial can be found on the Sodexo Benefits Center wellness portal under messages. Employees can access the wellness portal messages by logging in to SodexoBenefitsCenter.com and clicking on the link that says Wellness Credit. They can review the reason for the denial and take appropriate action to resolve it.

If employees have questions, they can call the Sodexo Benefits Center at 855-668-5040.

What if the physician's office charges an employee to complete the form?

The cost for the form to be completed will be their responsibility. If they are enrolled in the Health Care Spending Account (HCSA), they can use their HCSA to pay this fee.

Other

Is the Wellness Credit taxable?

No, the Wellness Credit is a reduction to your Aetna health plan rates.

If employees terminate, can they get the credit cashed out to them?

No, this is not an option.

Can employees receive the credit amount all at once?

No, the credit reduces the medical costs that they pay out of their paycheck throughout the year.

Do employees have to participate in the Wellness Credit if they participate in an Aetna health plan?

No, participation is voluntary.

Will any information from the employee's physical be reported back to Sodexo?

No, health information collected during the course of their physical will not be shared with Sodexo. Nor will they be asked or required to waive the confidentiality of their health information as a condition of participating in the wellness program or receiving the Wellness Credit.

What happens to employees who have not had a physical between Oct. 1 and Sept. 30 and they cannot get an appointment prior to the Sept. 30 deadline?

The physical will be considered for the plan year after next as long as they are enrolled in an Aetna health plan.

Will employees be charged a copay when they have a physical?

Physicals are part of preventive care services and should be covered at 100% through most medical plans, however, employees who have no medical coverage will be charged for the visit.

Who do employees call if they have questions on how the Wellness Credit works?

Go to SodexoBenefitsCenter.com or call Sodexo Benefits Center at 855-668-5040, 8a-8p ET, Monday-Friday.