

# Employee Wellness Program

## Well at Work

Your health and wellbeing is very important to Liberty. We believe strongly in creating an environment in which we can support our employees in improving their health and maintaining a healthy lifestyle. Therefore, we have created a program to help our employees get more involved in assessing their health status, to work toward making improvement, and earn incentives for participation.

Liberty designed the Well at Work Program to promote actions that help you manage and improve your health. We provide rewards to employees and covered spouses for successful completion of specific health related activities, which we communicate annually for you to have the opportunity to participate.

## Mission Statement

Well at Work creates and maintains a culture of health by encouraging employees and their families to lead healthier lifestyles, which fosters a more engaged, productive, and committed workforce, and ultimately a more positive work environment.

## Employees are Responsible for Checking Their Compliance

There are two ways to check your compliance:

1. From Lawson - Go to Bookmarks then Self Service under Benefits / Current Benefits. Once the screen opens, you will need to change the effective date to 4/1/2025 and hit continue to check your status for the 2025/2026 plan year. Make sure to use the bar on the right to scroll down to see the Wellness Incentive.
2. From Home – Go to [www.liberty-healthcare.com](http://www.liberty-healthcare.com). Select 'Liberty Portal' and under Benefits select Current Benefits. Once the screen opens, you will need to change the effective date to 4/1/2025 and hit continue to check your status for the 2025/2026 plan year. Make sure to use the bar on the right to scroll down to see the Wellness Incentive.



# Wellness Premium Discount Program

## Earning the Premium Discount

To qualify for the premium discount, the below program requirements must be met. If you did not meet the requirements for 4/1 or were hired after 4/1, there will be multiple opportunities to earn the premium discount throughout this plan year - 7/1, 10/1, and 1/1/26. See the chart below for the timelines to earn the premium discount.

Premium Discount Start	Qualifying Deadline
7/1/2025	6/15/2025
10/1/2025	9/15/2025
1/1/2026	12/15/2025
4/1/2026	3/15/2026

If you meet all the requirements by the above dates, you will earn the premium discount from that point forward. The fastest way to ensure compliance is to complete the wellness survey.

## Requirements

- Annual Physical\* - **REQUIRED**
- Plus 3 of the following Preventive Exams:
  - Mammogram (women ages 40 to 69): Every 12-24 months
  - Cervical Cancer Screening (women ages 21 to 64): Every 36 months
  - Colorectal Cancer Screening (adults ages 50 to 75): Fecal Occult Blood test every year, Cologuard test every 3 years, Sigmoidoscopy every 5 years or Colonoscopy every 10 years
  - Prostate exam
  - Routine vision exam
  - Preventive dental exam
  - Skin Cancer Screening
  - Vaccinations – Flu, COVID, Pneumonia
  - Nutritional Visits
  - Diabetes Screening
  - Cholesterol Screening
  - HPV Testing

\*Your Medical Insurance covers one annual physical per plan year (NOT calendar year) at 100% (4/1-3/31). Therefore, BCBSNC does not require you to have 365 days between visits.

## Premium Discount

- Employee or Spouse Only: \$35/pay period (\$910 annually)
- Employee + Spouse: \$70/pay period (\$1,820 annually)

## Questions?

Please contact your Benefits Administrator at 1.910.332.1922 with any questions. If calling after hours, please leave a message. We will respond to your voicemail on the next business day.