Good Health Starts Here.
Take action.
Earn rewards.
Invest in your good health.

Welcome to the Hoo's Well@ program!
Now, you and your spouse can earn rewards for taking these steps to improve your health:
> Having a biometric screening
> Completing an online health assessment
> Taking recommended actions to stay healthy
> Taking a pregnancy risk survey and enrolling in a maternity health program
> Actively participating in Weight Watchers®
> Completing tobacco cessation coaching calls

Program requirements
> You and your spouse are eligible if you are both enrolled in the University of Virginia Health Plan.
> You must have a biometric screening and take the health assessment to qualify for any of the other rewards.
> You must be employed at the University of Virginia when the reward is paid.
> All reward amounts paid to you and your spouse will be taxed, and taxes will be deducted from your paycheck.

Questions?
This brochure and the enclosed Questions and Answers address some common questions about the wellness rewards and biometric screening, and what they mean for your health.
You can also visit www.hr.virginia.edu/go/hooswell for additional information on the Hoo's Well@ program and other wellness offerings.

Let’s get started!

Your Health Information is Private!
The information obtained from or provided by you as a result of your participation in the Hoo’s Well@ program is kept private and secure, and is not shared with the University of Virginia.
Earning your rewards

Complete the activities in the chart below to earn your rewards. Activities and programs are described in more detail later in this brochure.

<table>
<thead>
<tr>
<th>Activity/Participation</th>
<th>Reward</th>
<th>For more information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biometric screening and health assessment</td>
<td>You and your spouse can each earn a $75 Visa® reward card.*</td>
<td>Pages 4 and 5</td>
</tr>
</tbody>
</table>

**Existing employees as of September 12**
> Complete your biometric screening between September 12 and October 8, and the health assessment by December 1 to qualify for the reward.

**Employees hired after September 12**
> The biometric screening and health assessment must be completed within 60 days of your date of hire to qualify for the reward.

| Aetna Member Health Engagement Plan (MHEP) | You and your spouse can each earn a $25 Visa reward card for completing each item on your “to do” list, up to a maximum of $100 each. | Page 6 |

Important!
In order to earn any other rewards, you and/or your spouse must complete the biometric screening and health assessment.

*Card program issued by The PrivateBank and Trust Company pursuant to a license from Visa U.S.A. Inc.
### Activity/Participation | Reward | For more information
--- | --- | ---
**Beginning Right® Maternity Program**
You or your spouse must be expecting to be eligible.
Enroll in the Beginning Right Maternity Program and complete the program’s pregnancy risk survey by your 16th week of pregnancy. | You or your spouse can earn a $100 Visa reward card. In addition, depending on the medical plan in which you are enrolled, the newborn copay or inpatient confinement deductible will be waived. | Page 12

**Weight Watchers**
You must complete at least 75% of a Weight Watchers At Work cycle, a 13- or 18-week local meeting series, a 3-month or annual online subscription, or the 26-week At Home Kit. | You and your spouse can each receive a reimbursement of half the cost of Weight Watchers service fees in your paycheck. | Page 9

**Quit for Life® Tobacco Cessation Program**
You must be enrolled in the Quit for Life Tobacco Cessation Program and complete five live quit coaching calls as well as the six-month survey call. | You and your spouse can each earn a $100 payment in your paycheck. | Page 9

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**Have you moved recently?**
Report any recent address changes to be sure you receive your reward.

> **Academic employees:** Make updates online at Benefits@.
> **Medical Center employees:** Contact the Medical Center HR Call Center at 434.243.3344.
Step 1: Have a biometric screening.

Know your numbers; know your state of health.

To know more about your state of health, it’s important to know your “numbers.” The chart below shows the numbers to know and the healthy range for each. Why is this important? Your numbers can indicate whether or not you have metabolic syndrome, a set of five risk factors that, in combination, can increase your risk for serious health problems, such as heart disease and Type 2 diabetes.

<table>
<thead>
<tr>
<th>Health factor</th>
<th>Test used</th>
<th>You are at risk if results are</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood pressure</td>
<td>Blood pressure cuff</td>
<td>Greater than 130/85</td>
</tr>
<tr>
<td>Blood glucose</td>
<td>Blood test</td>
<td>Greater than 110 mg/dL</td>
</tr>
<tr>
<td>HDL cholesterol</td>
<td>Blood test</td>
<td>Men: Less than 40 mg/dL</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women: Less than 50 mg/dL</td>
</tr>
<tr>
<td>Waist circumference</td>
<td>Tape measure</td>
<td>Men: Greater than 40”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women: Greater than 35”</td>
</tr>
<tr>
<td>Triglycerides</td>
<td>Blood test</td>
<td>Greater than 150 mg/dL</td>
</tr>
</tbody>
</table>

How to get your biometric screening

Where you have your biometric screening will depend on where you live:

<table>
<thead>
<tr>
<th>If you live . . .</th>
<th>You will obtain your biometric screening through . . .</th>
<th>You can register for your screening by . . .</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within 50 miles of Charlottesville</td>
<td>WorkMed on UVa Grounds</td>
<td>Visiting <a href="http://www.hooswell.com">www.hooswell.com</a></td>
</tr>
<tr>
<td>Outside a 50-mile radius of Charlottesville, but within 20 miles of a Quest Patient Service Center</td>
<td>Quest Patient Service Center</td>
<td>Calling the Blueprint for Wellness™ Call Center at 866.908.9440, Monday – Friday, 8 a.m. – 9:30 p.m. EST, or Saturday, 8:30 a.m. – 5 p.m. EST</td>
</tr>
<tr>
<td>Outside a 50-mile radius of Charlottesville, and outside a 20-mile radius of a Quest Patient Service Center</td>
<td>Summit Home Test Kit</td>
<td>Calling UVa HR Service Center at 434.982.0123 to request a Home Test Kit</td>
</tr>
</tbody>
</table>

Refer to the enclosed Questions and Answers for additional details on how to get your biometric screening.
Step 2: Take the health assessment.
Learn about your risks and take simple steps to a healthier you.

Whether you’re at the peak of health — or in a valley — there’s always more to know and do when it comes to living well. And, if you haven’t taken your health assessment yet, you’re missing out on facts and resources you could be putting to good use!

The health assessment is a comprehensive questionnaire that is part of Simple Steps To A Healthier Life, Aetna’s secure online guide to health and wellness. Questions cover topics, such as health history, lifestyle and habits, and health screenings.

Before you start, be sure to have on hand:
> Your Aetna member ID number (from your ID card) or Social Security number
> Your height and weight
> Your biometric screening results for blood pressure, cholesterol, triglycerides and blood glucose

To access the health assessment:
> Go to www.aetna.com
> Log in to Aetna Navigator
> Look for the link to “take a health assessment”

If you haven’t already registered with Aetna Navigator, now’s the time. It’s easy. Just visit www.aetna.com and look for the “Register” link on the home page. You’ll provide some basic information and create a user name and password to use when you log in.

Need help registering? Ann can help. Ann is the Aetna Virtual Assistant who provides personal responses to members who need help logging in or registering for Aetna Navigator. Ann understands natural language, so you can ask questions in your own words — and get a response that’s easy to understand and use.

Once you complete the health assessment, you’ll receive a personalized health report and recommendations for online wellness programs tailored to your particular health needs. See Aetna Online Wellness Programs on page 10 for more details.

Earn a $75 Visa Reward Card!
You and your enrolled spouse can each earn a $75 Visa reward card for completing both the biometric screening by October 8 and the health assessment by December 1, 2011.
Step 3: Create an action plan.
Aetna Member Health Engagement Plan
The Aetna Member Health Engagement Plan (MHEP) helps you take action to maintain and improve your health with a customized “To Do” list. This list of action items is based on your health needs and risks as identified from your health assessment and Personal Health Record.
Here are some examples of items that could be on your “To Do” list:
> Have a preventive care exam or screening
> Keep your blood pressure less than 130/85
> Eat a healthier diet
> Increase your physical activity
> Track your weight
> Get the flu vaccine
> Keep your triglycerides less than 150 mg/dL
> Keep your HDL cholesterol above 40 mg/dL for men and 50 mg/dL for women
For example, in your health assessment you indicate that you have not had a preventive care exam in the past year. This answer will trigger a “To Do” reminding you to have your preventive care exam.
You’ll find your “To Do” list within your Personal Health Record on Aetna Navigator. Simply visit www.aetna.com, log in to Aetna Navigator, look for the Personal Health Record link under “Health Records,” and choose the “Activities and Alerts” tab.

Earn up to $100!
As you and your spouse complete items on your “To Do” list, you will each be rewarded with a $25 Visa reward card for each activity completed, up to a maximum of $100.
Take advantage of programs and services that help you reach your goals.

You can do something about your risk of metabolic syndrome and its complications — diabetes, stroke and heart disease. Start by making these lifestyle changes:

<table>
<thead>
<tr>
<th>To Do</th>
<th>Potential Risk Reduction</th>
<th>Online Support through Simple Steps To A Healthier Life (see page 10)</th>
<th>Personal Support through UVa Programming (see pages 8 and 9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lose weight:</td>
<td>Reduce your risk for:</td>
<td>Online Wellness:</td>
<td>UVa programs including:</td>
</tr>
<tr>
<td></td>
<td>&gt; High Blood Pressure</td>
<td>&gt; Nourish™</td>
<td>&gt; UVa Weight Watchers program</td>
</tr>
<tr>
<td></td>
<td>&gt; Obesity</td>
<td>&gt; Balance</td>
<td></td>
</tr>
<tr>
<td>Exercise:</td>
<td>Reduce your risk for:</td>
<td>Online Wellness:</td>
<td>UVa programs including:</td>
</tr>
<tr>
<td></td>
<td>&gt; Obesity</td>
<td>&gt; Balance</td>
<td>&gt; STEPs@UVa</td>
</tr>
<tr>
<td>Adopt healthy eating habits:</td>
<td>Reduce your risk for:</td>
<td>Online Wellness:</td>
<td>&gt; The Hoo's Fit Walking Program</td>
</tr>
<tr>
<td></td>
<td>&gt; Obesity</td>
<td>&gt; Nourish™</td>
<td>&gt; Hoo's Well@ Exercise Classes</td>
</tr>
<tr>
<td></td>
<td>&gt; High Cholesterol</td>
<td>&gt; Balance</td>
<td>&gt; Hoo's Well@ Nutrition Consultation</td>
</tr>
<tr>
<td></td>
<td>&gt; High Blood Sugar</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(glucose)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quit smoking:</td>
<td>Reduce your risk for:</td>
<td>Online Wellness:</td>
<td>UVa programs including:</td>
</tr>
<tr>
<td></td>
<td>&gt; High Blood Pressure</td>
<td>&gt; Breathe™</td>
<td>&gt; Hoo's Well@ Eats Well</td>
</tr>
<tr>
<td>Manage stress:</td>
<td>Reduce your risk for:</td>
<td>Online Wellness:</td>
<td>&gt; Hoo's Well@ Nutrition Consultation</td>
</tr>
<tr>
<td></td>
<td>&gt; High Blood Pressure</td>
<td>&gt; Relax™</td>
<td></td>
</tr>
<tr>
<td></td>
<td>&gt; Depression</td>
<td>&gt; Overcoming Depression™</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>&gt; Overcoming Insomnia™</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>&gt; Take the Behavioral Health Assessment</td>
<td></td>
</tr>
</tbody>
</table>

Lose weight: Losing as little as 5-10 percent of your body weight can reduce insulin levels and blood pressure, and decrease your risk of diabetes.

Exercise: Doctors recommend getting 30-60 minutes of moderate intensity exercise, such as brisk walking, every day.

Adopt healthy eating habits: Eat plenty of fruits and vegetables. Choose lean cuts of white meat or fish over red meat. Avoid processed or deep-fried foods.

Quit smoking: Whether you’ve smoked for six months or 20 years, the health benefits begin the moment you quit.

Manage stress: Take the first step in resolving problems and finding effective ways to cope.
Personal Support
University of Virginia Wellness Programs and Services

Looking for the personal touch? These on Grounds programs are right for you.

The following wellness programs are available to employees and their spouses who are enrolled in the UVa Health Plan. All programs are at no cost to you, except for the Weight Watchers program. We encourage you to take advantage!

WorkMed wellness offerings available at no cost to you:

> **Hoo’s Well@ Eats Well** classes suggest effective ways to improve your weight, fitness and health, and reduce your risk for heart disease, cancer and diabetes. Classes meet weekly for six weeks and include 30 minutes of nutrition education, and 20 minutes of exercise.

> **STEPs@UVa** sessions are mid-morning 15-minute exercise bursts held on Tuesdays and Thursdays for six weeks. Burn some calories, get an energy boost and return to your worksite all fired up. All you need is a pair of good walking shoes to get your heart rate up, stretch your limbs, and strengthen your muscles.

> **Lunch & Learn** are single sessions on various health and wellness topics, including diet, exercise, preventive actions and wellness at work.

For class schedules and registration for all WorkMed offerings, visit [www.uvaworkmed.com](http://www.uvaworkmed.com).

Faculty and Employee Assistance Program (FEAP) wellness offerings available at no cost to you:

> **Igniting Positive Change** is designed to help jump-start a healthy lifestyle change. If you’re looking to spark some positive change in your life, this three-session seminar is right for you.

> **Single sessions on various worklife and workplace issues** are offered, including Living a More Balanced Life, Stress Management, and Humor in the Workplace.

> **Substance abuse consultations** are focused counseling sessions to help you develop a “plan of action” to address your problem or addiction in a confidential manner and improve your quality of life.

For class schedules and registration for all FEAP offerings, visit [www.uvafeap.com](http://www.uvafeap.com).
IM-Rec wellness offerings available at no cost to you:

> **Hoo’s Well® Exercise Classes** meet three times per week for five weeks. Classes focus on strength, endurance, cardiovascular fitness, flexibility and balance. You will set fitness goals with the assistance of trained fitness professionals. Participation includes unlimited access to recreation facilities during the five-week program.

> **Hoo’s Well® Nutrition Consultation** is a one-hour appointment to help you understand common nutrition issues, roadblocks, key nutrient sources and how to make wise food choices. Guided by a registered dietician, you’ll develop personal nutrition goals and an implementation strategy.

> **Hoo’s Well® Fitness Consultation** is a one-hour appointment to help you understand fitness guidelines, common barriers and goal setting. Aided by a trained fitness professional, you will develop your own personal fitness goals and implementation strategy, as well as learn to maximize workout routines while minimizing risk of injury.

For class schedules of all IM-Rec offerings, visit [www.virginia.edu/ims](http://www.virginia.edu/ims). To register for Hoo’s Well® offerings, call 434.924.3791.

Other Wellness Programs

> **Hoo’s Fit Walking Program** helps you set personal walking goals based on your current level of fitness and health. The program consists of four 12-week sessions held throughout the year. You can start participating at any time. When you sign up, you get a pedometer to track your steps and a booklet to track your progress. At the end of your 12-week session, you’ll turn in your tracking data with the number of days walked and complete an online survey to receive a “Hoo’s Fit Walker!” t-shirt.

To register and get started, visit [http://www.hr.virginia.edu/iform/walking-registration/](http://www.hr.virginia.edu/iform/walking-registration/) or email University Human Resources at benefits@virginia.edu. There is no cost for this program.

> **Weight Watchers** offers a choice of weight loss solutions geared to your lifestyle and personal preferences, including local meetings, At Work meetings, online subscriptions or an At Home Kit. For more information about Weight Watchers programs, including rates and how to sign up, visit [www.hr.virginia.edu/go/hooswell](http://www.hr.virginia.edu/go/hooswell).

There is a cost for this program. Special pricing is available to UVa employees, spouses and adult dependents.

**Receive fees reimbursement!**

You and your spouse can receive reimbursement of half the cost of Weight Watchers service fees in your paycheck.

> **The Quit for Life Tobacco Cessation Program** is available at no cost to you, your spouse and/or adult dependents 18 and older who are enrolled in the UVa Health Plan. The program offers a proven path to becoming nicotine free. Whether you’ve smoked for six months or 30 years or longer, the program can help you. Program features include counseling calls, access to Quit Coaches for telephone support, a personalized quit plan, help selecting a tobacco cessation support medication (delivered free to your home) and educational materials.

To enroll in the Quit for Life program, call 866.QUIT.4.LIFE (866.784.8454) or visit [www.quitnow.net/uva/](http://www.quitnow.net/uva/).

**Earn $100 for participating!**

Active participation in the Quit for Life coaching program and survey qualifies you and your spouse for a $100 reward in your paycheck.
Aetna Online Wellness Programs
Complete a program recommended just for you.

Would you rather pursue your health goals privately? When you complete the health assessment that’s part of the Simple Steps To A Healthier Life program (see page 5), you’ll receive recommendations for online wellness programs based on your unique health profile and needs. Programs available at no cost to you include:

> **Balance**, for a healthier weight and healthier body. You’ll learn how to make changes that last by focusing on your feelings and actions around food, your daily activities, and the foods you eat.

> **Nourish**, to get you in the habit of eating healthy. The Nourish program shows you how small changes in food choices can make a big difference.

> **Relax**, for ways to manage everyday stress. This program helps you recognize sources and signs of stress in your life, and gives you ways to cope and feel better.

> **Breathe**, for support to help you quit smoking. You’ll get help and support to reduce cravings, resist relapse and feel healthier.

> **Overcoming Depression**, to help you gain control over depression. With this program, you’ll have help to set personal goals each week, learn how to change negative thoughts and try relaxation exercises.

> **Overcoming™ Insomnia**, for a better night’s sleep without medication. This program provides practical information and tools you can use to get the sleep you need.

> **Behavioral Health Assessment** (optional), to help you understand any emotional or mental health issues you might be having and help guide you to treatment.
Aetna Navigator
Your gateway to Aetna programs and services

Aetna Navigator is a great online resource for self-service convenience, consumer tools and reliable health and wellness information. What’s more, it’s always being updated and improved to provide you with the best online experience possible.

Here’s just some of what you can do on Aetna Navigator:
- Take the Health Risk Assessment.
- View and print your Personal Health Record.
- Access the Aetna Member Health Engagement Plan and action items.
- Review who is covered under your Aetna plan, and view benefits information.
- Check on claims and claim payments, and view Explanation of Benefits (EOB) statements.
- Print temporary member ID cards and request replacement cards.
- Send secure emails to Aetna Member Services.
- Use the Member Payment Estimator to get a personalized estimate of what you’ll pay out of pocket for common medical procedures, based on your specific plan and deductible.

Custom DocFind for the University of Virginia Health Plan

Aetna has created a custom DocFind specially designed for faculty and staff of the University of Virginia. Visit the secure DocFind website at www.aetna.com/docfind/custom/uva to find doctors, hospitals, pharmacies and other health care providers that belong to the Aetna network.

Your Personal Health Record

The Personal Health Record (PHR) is an online service, accessed through Aetna Navigator, that provides a secure place for health information gathered from:
- Your medical claims
- Your own entries
- Your health assessment, a questionnaire that’s part of the Simple Steps To A Healthier Life program

To see your PHR, just log in to Aetna Navigator and look for the Personal Health Record link under “Health Records."

It’s important to know that information in your PHR is kept private and secure, and is not shared with the University of Virginia.
Beginning Right® Maternity Program
Give your baby a healthy start.
If you or your covered spouse are expecting, you can give your baby a healthy start in life with Aetna's Beginning Right Maternity Program. The program offers a pregnancy risk survey, educational materials on topics such as prenatal care, labor and delivery, and breastfeeding, plus health coaching provided by obstetrically trained registered nurses who can help with special health concerns. There's also a personalized smoking cessation program called Smoke-Free Moms-to-Be®.

If you or a covered spouse are eligible for Beginning Right, log in to Aetna Navigator to get started when it's convenient for you. You also may call 800.CRADLE.1 (800.272.3531) for more details.

Sign up for Text4Baby!
Text4Baby is a free mobile information service that sends text messages each week to expectant moms to help them stay healthy and give their babies the best possible start in life. Get started: Text BABY to 511411 (or BEBE in Spanish) to receive free SMS text messages each week, timed to your due date.

Earn rewards for participating!
Enroll in the Beginning Right Maternity Program and take the pregnancy risk survey by your 16th week to qualify for the $100 Visa reward card. In 2011, the requirement for pregnant women to complete a biometric screening in order to receive the Beginning Right reward is waived. The health assessment requirement must be completed.

In addition, when you enroll and take the pregnancy risk survey by your 16th week of pregnancy, you won’t have to pay a copay or deductible for your newborn, depending on the medical plan in which you are enrolled:
> Members enrolled in the High Premium Program will have their newborn per confinement copay waived
> Members enrolled in the Low Premium Program will have their newborn inpatient confinement deductible waived for both facility and doctor charges

Although not required to qualify for the waiver of the newborn copay or inpatient confinement deductible, we encourage you to complete your health assessment and biometric screening so that you may earn other incentives offered as part of the Hoo’s Well® program, including the $100 Visa reward card.
Aetna Health Connections™
Get help to manage a chronic condition and enjoy better health.

If you have a chronic condition, you know what a challenge it is to stay healthy. Now there’s help with Aetna Health Connections. This program provides one-on-one support, information and advice from trained disease management nurses for over 30 conditions, including diabetes, asthma, osteoporosis, heart disease and more.

When you participate in the program, you get:

> **The facts you need.** You’ll talk with a trained nurse about the health concerns that matter to you. Think of it as having your own health consultant — a knowledgeable medical professional with answers, ideas and advice you can put into action every day.

> **Privacy.** Your personal information is kept private and secure, in full compliance with federal and state law. It is not shared with the University of Virginia.

> **Control.** You’re the one in charge. The nurse will follow your lead in what you want to talk about.

> **Help with medical services and benefits.** Our nurses will guide you through the information and choices that come along with a health condition and its treatment.

It’s important to know that the Aetna Health Connections program does not compete with your doctor. It’s about helping you better understand and follow your doctor’s advice and treatment.

**When an Aetna Nurse calls**
When you visit a doctor, get a new prescription or have a test or procedure, Aetna updates your profile based on the claim that is submitted. An Aetna nurse may call you if they feel you may:

> have longer-term health needs for a medical condition

> need additional health information about your condition

> need help coordinating complex care

> need help managing a chronic health condition, such as asthma or diabetes

You can call Aetna at 866.269.4500 to learn more about Aetna Health Connections and get started with the program. You can also submit a request for information through Aetna Navigator at www.aetna.com. From the Aetna Navigator home page, click on the “Benefits” tab and select “Health Programs.”