



Workplace Wellness

CalPERS Health Benefits Program

Helping You Take Care of Your Most Valuable Resource

Contents

Dear Employer,	2	Kaiser Permanente	16
What Is Wellness?	3	Health Calculators	16
Why Advocate for Your Employees' Health?	4	Wellness Coaching by Phone.	16
The Cornerstones of Wellness	5	Health and Wellness Resource Hub.	16
Nutrition	5	Audio Meditations for Health	16
Physical Activity	5	Mental Health and Wellness Digital Self-Care Tools .16	
Emotional Well-Being	5	Diabetes Prevention Program.	17
Ideas for Getting Started	6	ClassPass for Kaiser Permanente Members	17
Next Steps	7	Discounts to Gyms and Alternative Health Care	17
Nutrition	7	Onsite Health Classes	17
Physical Activity and Health	7	Sharp Health Plan	18
Emotional Well-Being	7	Sharp Nurse Connection®.	18
Examples of Workplace Wellness	8	Best Health	18
CalPERS' Health Plans Can Help	9	Special Offers	19
Anthem Blue Cross	10	Diabetes Prevention Program.	19
Future Moms	10	Active & Fit Direct™	19
24/7 Nurse Line	10	Studio SWEAT onDemand	19
Health Assessment	10	UnitedHealthcare	20
SpecialOffers	10	SimplyEngaged — Wellness Incentive Program	20
MyHealth Advantage	11	myNurseLine/Care24	20
Health Record	11	Healthy Pregnancy	20
Diabetes Prevention Program.	11	Preventive Care Resources	21
Quest Biometric Screening Program	11	Starting Healthier Habits Just Got Fun	21
Blue Shield of California	12	Special Offers	21
Wellvolution	12	Diabetes Prevention Programs	21
Prenatal Program	12	Virtual Visits	22
Diabetes Prevention Program.	12	Health and Wellness.	22
NurseHelp 24/7	13	Western Health Advantage	23
LifeReferrals 24/7	13	Online, Personal Wellness Portal	23
Preventive Care	13	Gym and Fitness Center Discounts	23
Special Offers	13	communityFIT.	23
Health Net	14	Preventive Care Resources	23
Health Risk Questionnaire (HRQ).	14	Instructor-led Classes and Support Groups	23
Health Promotion Programs	14	Healthy and Delicious Recipes	24
Online Seminars	14	24/7 Nurse Advice Via Chat or Phone	24
Wellness Health Coaching	14	Disease Management Programs.	24
Smoking Cessation — Quit for Life®	14	Diabetes Prevention Program	24
Diabetes Prevention Program — Omada Health	15	Other Resources.	26
Maternity Support	15		

Dear Employer,

We invite you to join CalPERS and our health plans to promote wellness and improve health outcomes for your employees. With over 55 years of experience in the health care industry, we understand the importance a healthy lifestyle plays on employee productivity, engagement, and well-being.

That's why we've partnered with our health plans to put together this Workplace Wellness publication for employers. In this guide, you will find the tools, resources, and programs our health plans offer to help you advocate for your employees' good health. We also provide examples of CalPERS' own experience to support healthy living for our employees.

With 1.5 million members, CalPERS is the largest purchaser of health benefits in California. We put this experience to work in achieving quality and affordability for our employers and members. We use innovative benefit design, including wellness and prevention programs, across all our plans to improve the health of our members.

Like you, we believe that employees are our most valuable resource and we encourage you to consider implementing effective, meaningful wellness programs at the workplace. Evidence-based, well-designed, and comprehensive strategies have been proven to increase employee morale, reduce absenteeism, and improve outcomes. The workplace is an excellent place to support employees' efforts to make healthy choices and positive lifestyle changes.

Using the basic cornerstones of wellness, nutrition, physical activity, and emotional well-being, this publication provides the ideas and steps to guide your program development. Your unique operational culture and



Wellness strategies improve the health and well-being of your employees, and positively impact your bottom line.

employee needs will help to determine the approach, goals, and focus of your programs.

We look forward to helping you educate and support your employees in their efforts to lead to healthier and more balanced lives.

Don Moulds
Chief Health Director
Health Policy and Benefits Branch

What Is Wellness?

The *Random House Unabridged Dictionary* defines wellness as:

- The quality or state of being healthy in body and mind, especially as the result of deliberate effort.
- An approach to health care that emphasizes preventing illness and prolonging life, as opposed to emphasizing treating of diseases.

Wellness involves being aware and making decisions to be well and stay well. It involves making disease prevention a priority, and setting healthy lifestyle goals. These goals may focus on diet and nutrition, being physically active, maintaining emotional well-being, or all of the above.

An effective wellness program advocates for an individual's health and supports them in becoming aware of and participating in choices to create a healthy lifestyle. CalPERS invites employers to take an active role in managing employee health. We invite you to partner with us and our health plans to promote wellness and improve health outcomes at your workplace.



Wellness includes a combination of factors that require cognitive effort in order to achieve them.

Why Advocate for Your Employees' Health?

Advocating for the health of your employees is a wise decision. In addition to increasing employee morale, reducing absenteeism, and improving health outcomes, it also benefits your organization by keeping productivity up and costs down.

Business leaders are realizing that the health status of their workforce is related to their bottom line. For example, a study published in 2013 is the first to track the stock market performance of publicly traded companies that had documented strong health, safety, and environmental programs. The research found that companies previously recognized for their outstanding approaches to health and safety by the American College of Occupational Medicine's Corporate Health Achievement Award significantly outperformed the Standard & Poor's 500 between 1997 and 2012, with excess annual returns ranging from 3.03 to 5.27 percent.

Although correlation is not the same as causation, the results of studies consistently suggest that companies focusing on the health and safety of their workforce can yield greater value for their investors, including competitive advantage in the market.

We recognize that individuals are ultimately responsible for their own health. The workplace provides an excellent opportunity to educate and support employees' efforts toward healthy choices and positive lifestyle changes:

- It is easy to reach employees with targeted communications.
- Coworkers in social networks can provide vital support for learning, adopting healthier lifestyles, and maintaining motivation.
- More informed and educated coworkers can share wellness information that reinforces positive behavior.

The Cornerstones of Wellness

Encouraging employees to engage in healthy behaviors and to take advantage of health management and wellness programs offered through their health plans will improve their quality of life. A meaningful workplace wellness program supports employees efforts toward making wise choices that maximize health and minimize illness and disease.

When you consider a wellness program at your workplace, you might want to think about these three cornerstones of wellness:

- Nutrition
- Physical activity
- Emotional well-being

Nutrition

Proper nutrition is essential for good health — both now and in the future. Eating a nutritious diet is also important for reducing the risk of many chronic diseases, such as heart disease, stroke, diabetes, osteoporosis, and certain types of cancers.

Fast Facts:

- Poor nutrition and inactivity are major causes of obesity.
- More than one-third or 78.6 million U.S. adults are obese.
- On average, medical costs increase by \$1,429 per person for those who are obese.

Sources: Ogden et al., JAMA 2014; Finkelstein et al., Health Affairs 2009

Physical Activity

The U.S. Centers for Disease Control and Prevention (CDC) state that regular physical activity can help control weight; reduce the risk of cardiovascular disease, type 2 diabetes, metabolic syndrome, and some cancers; strengthen bones and muscles; improve mental health and mood; increase a person's chances of living longer; and, for older adults, improve the ability to perform daily activities and prevent falls.

Fast Facts:

- About one in five adults or 21 percent meet the 2008 Physical Activity Guidelines
- Physical activity can improve health, lengthen life, help maintain a healthy weight, improve academic performance, and lower risk for heart disease, stroke, type 2 diabetes, depression, and some cancers.

Source: Facts About Physical Activity. 2014
<https://www.cdc.gov/physicalactivity/data/facts.htm>

Emotional Well-Being

Learning to deal with stress is critical to one's emotional well-being. The American Psychological Association offers some healthy behaviors for dealing with stress and building emotional resilience. These include connecting with others for support, setting realistic goals for tasks, keeping things in perspective, and addressing the underlying cause of the stress.

Fast Facts:

- One in five American adults has experienced a mental health issue.
- One in 10 young people has experienced a period of major depression and one in 25 Americans lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression.

Source: Mental Health Myths and Facts. 2014
<https://www.mentalhealth.gov/basics/mental-health-myths-facts>

Ideas for Getting Started

There are many resources available on the internet that can provide you with information on developing a workplace wellness program. It may not even cost anything to get started. All you need is some motivation, determination, and a little innovation.

The U.S. Chamber of Commerce has steps in designing a workplace wellness program, including some basic steps to plan and create a “culture of health”:

- ☑ Assess an appetite for wellness
- ☑ Develop a multiyear strategic plan
- ☑ Develop a communication campaign
- ☑ Create a culture of health and wellness
- ☑ Establish measurement methodologies
- ☑ Provide education programs
- ☑ Offer incentives - behavior change programs
- ☑ Engage and integrate
- ☑ Conduct financial analysis

Source: *Winning With Wellness* https://www.uschamber.com/sites/default/files/1-5-17_winning_with_wellness_report_second_edition_-_023061_labr_wellness_report_fin.pdf

To begin, it might be helpful to organize activities around national health observances, such as National Nutrition Month, Employee Health and Fitness Month, etc. For a monthly listing of national observances, visit the WELCOA website at www.welcoa.org/health-observances.



The workplace provides an excellent opportunity to educate and support employees in making healthy choices and positive lifestyle changes.

Next Steps

Employers can use the basic cornerstones of wellness — nutrition, physical activity, and emotional well-being — to develop a meaningful and successful wellness program at their workplaces. Here are a few examples:

Nutrition

Help your employees make healthy lifestyle choices by providing information about proper diet and nutrition, and creating an environment of support and motivation at the workplace. Things you can do to get started:

- Provide a bulletin board for employees to post and exchange healthy recipes and weight loss success stories.
- Keep water coolers available and clean.
- Host monthly nutrition-related workshops with topics like healthy cooking, nutrition for disease prevention, and diabetes awareness.
- Publish articles to support healthy eating in employee newsletters or post on internal wellness websites.
- Offer a weight loss program.

Remember, one size does not fit all. Your unique organizational culture and your employees' needs and interests will determine the approach, goals, and focus of your health promotion programs.

Physical Activity and Health

Encourage employees to incorporate daily physical activity into their work day, such as walking, stair climbing, jogging, and exercise classes. Some ideas for getting started are:

- Implement a walking program.
- Advocate participation in community walks/runs.
- Support informal walking groups/buddies by developing a walking map that lists various walking routes and distances.
- Encourage walking meetings if appropriate.
- Ensure that bike racks or storage units are available for employees who bike to work.

Emotional Well-Being

Life has its ups and downs, and learning how to manage stress has an impact on health — both physically and emotionally. You can support your employees' emotional health by providing training and establishing a supportive environment. Here are some things you can do to get started:

- Hold lunch-hour brown bag workshops on topics such as stress management, balancing work and family, or relaxation techniques.
- Publish mental health-related articles in employee newsletters or internal wellness websites.
- Designate a quiet room for relaxation/meditation.
- Provide employee training on stress management.
- Develop your leadership team's ability to communicate, clarify workload priorities, and address resource and staff training needs.
- Encourage workstation stretching techniques.
- Remember the power of staff appreciation.

Employers can take advantage of existing workplace wellness program guidelines established by other agencies. The California Department of Public Health (CDPH) offers materials to help employers begin a program with a workplace environmental health assessment. CDPH also offers a free workplace wellness program for employers called Take Action! Both may be found at takeactionca.cdph.ca.gov/Pages/default.aspx.

Examples of Workplace Wellness

CalPERS has promoted healthy lifestyles for its employees for more than 30 years. Our Wellness Program focuses on providing employees with resources, information, and activities that encourage them to adopt and maintain healthy behaviors and lifestyles. It also supports our goal of attracting, developing, and retaining a competent, creative, and motivated workforce. The CalPERS Wellness Program offerings include:

- Fitness and group exercise classes.
- Courses and workshops on nutrition, weight loss, stress management, smoking cessation, and personal safety and awareness.
- Employee fitness walking groups with maps of local walking routes.
- Onsite biannual health screenings and encouragement of employees to complete a health risk assessment to evaluate their overall health.
- A Wellness Committee of employee volunteers who help create and promote programs that encourage and motivate CalPERS staff to live healthy and balanced lives.
- Additional resources, such as annual flu clinics, health newsletters, and support for community outreach activities that promote physical fitness or health-related causes.

CalPERS is part of a group that includes the American Institutes for Research (AIR), the California Health Care Coalition, and six major health care purchasers. The group's objectives are to help employees get more actively involved in their health care, including learning about health care quality basics; recognizing and choosing good quality health care; and managing their overall health.

The group implemented a communications toolkit developed by AIR that is aimed at helping employers and other organizations communicate with employees about evidence-based health care. The communications toolkit can be found at takeactionca.cdph.ca.gov/Pages/default.aspx.



CalPERS' Health Plans Can Help

CalPERS' health plans — Anthem Blue Cross, Blue Shield of California, Health Net of California, Kaiser Permanente, Sharp Health Plan, UnitedHealthcare, and Western Health Advantage — offer choices that are either low cost or no cost. They are designed to fit the needs and budgets of your workplace wellness program.

With an array of effective tools, brochures, health resources, and incentive programs, our health plan

partners are equipped to assist you in promoting health management and wellness at your workplace.

Accessing each of the health plans is easy. You can find them on the CalPERS website at www.calpers.ca.gov or through the individual plan websites (listed on page 25).

Read on for a sampling of the tools our health plans offer.

Anthem Blue Cross

Future Moms

CalPERS PPO members have access to Future Moms with Digital Maternity Support, which provides the tools and resources needed for a healthy pregnancy, delivery and baby. Whether you are at home, work or on the go, you can stay connected from your computer, smartphone or mobile device. Best of all, the program makes it easy to get started. As soon as you see a doctor for your pregnancy, you will receive an invitation to join Future Moms by email, text or phone call.

Through the program's app, powered by My Advocate Helps, you can personalize to-do lists and use the pregnancy calendar, chat options and more. Plus, you will receive timely updates on your pregnancy: your baby's progress, changes to your own body and how you can prepare for labor and delivery. Also, Future Moms will monitor your pregnancy and any health risks. If you are considered high risk, a nurse case manager will work with you by phone to make sure you and baby are receiving the best care.

After your baby arrives, you can have free video visits with a certified lactation consultant, counselor or registered dietitian using Future Moms with Breastfeeding Support on LiveHealth Online. These professionals provide personalized support to help you with breastfeeding techniques and milk production, as well as understanding baby hunger cues, which foods to avoid while nursing, nutrition and more.

CalPERS PPO members can start by using the My Advocate Helps app from the App Store® or Google Play™, or visit myadvocatehelps.com. Once you register on the app or online, you will complete an OB Risk Screener to help customize the content you will receive.

24/7 Nurse Line

Have a question about a health issue? Can you treat a problem at home? Do you need to see your doctor or go to urgent care? Should you head straight to the emergency room?

Registered nurses can answer your employees' health questions any time of the day or night. Making the right choice can help your employees get the best possible care for themselves and their family and help you save time and money.

 (800) 700-9185

Health Assessment

Your employees' first steps toward healthier lifestyles are to understand their health, any risks, and what they can do to enjoy a healthier life. The process starts when they complete a confidential review of their health and health care status. Based on their answers, they receive a Health Assessment score and risk profile, along with tips and available programs to help them meet their health goals.

PERS Select members who complete the online Health Assessment will be awarded a \$100 Visa gift card. PERS Select, PERS Choice, or PERSCare subscribers who complete the online assessment will be entered into a monthly drawing for a \$250 Visa gift card. All rewards are limited to one per family.

 www.anthem.com/ca/calpers
select the Health & Wellness tab from the Menu, click on Log In to MyHealth@Anthem, then Take MY HA Now.

SpecialOffers

With SpecialOffers, you can take advantage of discounts on products and services that help promote better health and well-being. For example, you can save on weight loss programs, vitamins, glasses, contact lenses and more. It is just one of the perks of being an Anthem member. To find the discounts that are available to you, log in to www.anthem.com/ca/CalPERS > Care > Discounts.

MyHealth Advantage

MyHealth Advantage is a free service that helps you save money and stay healthy.

- **Tips to save money** – We will tell you when you can save money on your prescriptions and health care services.
- **Prescription drugs** – If your prescription claims are available and we see that you have prescriptions for two drugs you should not take at the same time, we will let your doctor know. Also, if it is time for a refill, we will remind you.
- **Checkups, tests and exams** – If it is time for you to have an exam or test, we will remind you to call your doctor.

You will receive a MyHealth Note if we find ways you can save on your health care costs. This confidential and easy-to-read health snapshot comes directly to your home. It has great information to review and share with your doctors.

Health Record

Having your health history in one secure location can help you keep your health records organized, safe, and within reach for emergencies and everyday use. You can enter information about your:

- Health conditions
- Dates of shots (immunizations)
- Tests and screenings
- Prescription and over-the-counter drugs and more

Then, it is easy to print and share with your doctors to help avoid possible drug interactions and repeat tests or unnecessary procedures.

To access your Health Record, log in to www.anthem.com/ca/CalPERS > Care > Family Health Record.

Diabetes Prevention Program

This program is for members with pre-diabetes — a condition that occurs when a person has blood glucose (sugar) levels that are higher than normal, but not high enough to be diagnosed as diabetes. Many people with pre-diabetes will develop diabetes unless they take the right steps.

Our Diabetes Prevention Program is conducted in person, online, or a combination of both. It lasts for 12 months, with 16 sessions during the first six months and then at least one session monthly for the next six months. If your employees choose the in-person option, a trained lifestyle coach meets with them at a location of their choosing.

To be eligible for this program, participants must:

- Be at least 18 years old.
- Have a BMI of at least 22 if Asian, or at least 24 if not Asian.
- Have a blood test result in the pre-diabetes range within the last year, or have been previously diagnosed with gestational diabetes.
- Have no previous diagnosis of diabetes.

 (855) 717-8813

Quest Biometric Screening Program

Quest Diagnostics offers biometric screenings to help employees better understand their health and well-being. This program is available to CalPERS PPO members over 18.

Members and their families can learn more about their health risks by:

- Visiting one of Quest Diagnostics' 2,200 Patient Service Centers (PSCs).
- Ordering an at-home test kit, if a PSC isn't nearby.

This service is part of the preventive care benefit, so there's no out-of-pocket cost to members. The screening includes:

- Blood pressure
- Height and weight for body mass index (BMI)
- Cholesterol screening
- Glucose and A1C testing

After completing the screening, members receive personalized results both online and by mail. They can use the results and the tips provided to help improve their health.

 www.anthem.com/ca/calpers
choose Quest Biometric Screening under Resources & Tools or on the Health and Wellness page.

Blue Shield of California

Wellvolution

Let your members discover digital health risk reversal and condition management and reversal programs and services to help them improve their health with Wellvolution. Wellvolution has immediate customer service support built into the platform via chat, telephone, and e-mail so members privacy is protected and service is expedited.

The Wellvolution platform provides personalized, digital health coaching programs. It uses best-in-class apps and lifestyle change programs to help your members achieve their goals with no out of pocket cost to the member. Members can access the digital platform at www.wellvolution.com, review the available programs and services, pick their health goal, and select the program best suited to their unique needs.

Members can choose a program from the following areas:

- **Prevent and reverse disease** – Prevent diabetes, reverse diabetes, cardiovascular disease and other chronic conditions.
- **Lose weight** – Get help with meal planning, nutrition guidance, access easy and healthy recipes, create shopping lists and lose weight.
- **Exercise more** – Get support with movement tracking, workout routines, and coaching.
- **Manage stress** – Meditate, practice mindfulness, and more.
- **Sleep better** – Track sleep patterns and enjoy relaxation exercises for better rest.
- **Quit smoking** – Get the support they need to stop smoking with nicotine replacement therapy and other methods.

The Wellvolution health platform gives members convenient access to the tools they need to achieve their health goals.

 www.wellvolution.com

Prenatal Program

We want your employees to have healthy pregnancies and happy, healthy babies. Our Prenatal Program offers personal attention and resources to steer participants smoothly through their pregnancies and beyond. When employees enroll, they'll get access to educational materials to use before, during and after pregnancy. Plus, they will get assessments at different stages to see if they need extra support.

Some of the tools available in the Prenatal Program include:

- **Online Care Center** – A personalized and interactive website with virtual health coaching, a resource center, and more.
- **App-based text support** – Members receive free personalized text messages three times a week throughout their pregnancy and the baby's first year.
- **24/7 nurse line** – A support hotline provides 24/7 access to experienced nurses who can provide help and advice whenever they need it.
- **Pregnancy or parenting-related book** – When pregnant, they'll be able to choose a best-selling book on pregnancy or parenting from an exclusive selection.

 (888) 886-4596

 www.blueshieldca.com/prenatal

Diabetes Prevention Program

When employees join a healthy lifestyle program, they can get healthier, lose weight, feel more energetic, and reduce the risk of type 2 diabetes.

The Diabetes Prevention Program is designed to help them lose extra weight and prevent or delay the onset of type 2 diabetes.

Members who are eligible and sign up for the program can get a Fitbit, digital scale, and health coaching at no additional cost. To see if they qualify for the Diabetes Prevention Program, they can take a one-minute online quiz.

 www.wellvolution.com

NurseHelp 24/7

With NurseHelp 24/7, your employees can talk with a registered nurse whenever they have health-related questions. Experienced nurses can also help employees understand how to care for themselves, evaluate treatment options, and determine whether to see a doctor. Services are confidential and available via phone or online chat.

 (877) 304-0504

 www.blueshieldca.com/hw

LifeReferrals 24/7

This service provides your employees with access to a team of experienced professionals who can assist with a wide range of personal, family, and work issues, including child and elder care; relationships; stress and grief; support for financial and legal issues; retirement planning; and tax preparation.

 (800) 985-2405

 www.blueshieldca.com/calpers

Preventive Care

Members can live their healthiest life by staying up to date with the recommended screenings and tests appropriate to their age, gender, medical and family history and current health. Put our preventive health guidelines into practice.

They can try our interactive preventive care tool to create a customized plan for themselves and their doctor.

Special Offers

Blue Shield of California also offers a number of discount programs which may benefit your employees. These include fitness and exercise programs; discount vision and LASIK programs; acupuncture and chiropractic services; and massage therapy.

 www.blueshieldca.com/hw

Health Net

Health Risk Questionnaire (HRQ)

The HRQ provides your employees with a personalized report of behavioral and medical health risks. Immediately after taking the online HRQ, participants will receive a summary report and customized action plan. Members may earn a reward by completing the online HRQ, then reviewing the HRQ with their primary care physician. They will receive a \$50 gift card to the merchant of their choice.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Health Promotion Programs

Online Health Promotion programs provide information and support for numerous health-related topics. Each program is grounded in the science of behavior change, focusing on small, achievable steps that the user commits to, week by week. The online process emulates successful one-on-one health coaching, and provides expert knowledge when requested. Interaction and feedback encourages behavioral change. The six-week program is personalized using a whole-person approach as well as your employees' preferred goals and activities.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Online Seminars

Fun and engaging seminars can help your employees learn about important health topics and how to live a healthier lifestyle. A new seminar is available the first of each month. Each seminar contains a topic-related article designed for easy printing.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Wellness Health Coaching

The Health Coaching program guides your employees to discontinue unhealthy behaviors and adopt positive lifestyle habits. The outcome is threefold: it promotes the lifelong practice of positive health behavior, prevents costly chronic conditions, and reduces healthcare costs.

Health Net's program focuses on the whole person and gives support as the individual changes health behaviors that they are willing and ready to change. This whole-person approach reduces the risk of preventable diseases, such as coronary artery disease and diabetes, and promotes key health behaviors, such as healthy weight maintenance, smoking/tobacco use cessation, physical activity, healthy eating/nutrition, and stress management.

Members may earn a reward by enrolling in the Wellness Health Coaching programs, then complete 6 monthly calls with their health coach as well as an evaluation call. They will receive a \$100 gift card to the merchant of their choice.

Members can earn \$100 gift card for completing EITHER the Health Coaching program or the Quit for Life program.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Smoking Cessation — Quit for Life®

Our telephonic tobacco cessation program, Quit for Life®, begins with an in-depth assessment and the development of a personalized cessation plan, including medication support, and recommendations for over-the-counter and prescription drugs. For encouragement and support throughout, participants can access a maximum of four proactive, one-on-one counseling calls; a convenient mobile app; plus unlimited calls to a Quit Coach. Members may earn a reward by enrolling in the Quit For Life tobacco cessation program, then completing four live calls with their Quit Coach. They will receive a \$100 gift card to the merchant of their choice.

 www.healthnet.com/calpers
log in or register, then select Wellness Center

Diabetes Prevention Program — Omada Health

Health Net has partnered with Omada Health to provide a breakthrough 16-week online program. It connects science and technology with real human support to inspire healthy habits your employees can live with over the long term. Additional sessions are available for up to six months. Omada program standards are approved by the U.S. Centers for Disease Control and Prevention, and have been shown to help people lose weight, keep it off, and help reduce their risk of type 2 diabetes.

To be eligible for this program, participants must:

- Be at least 18 years old
- Have a self-reported BMI of 24 or higher (22 or higher for Asian ethnicity)
- Be high risk for developing type 2 diabetes or a previous self-reported diagnosis of gestational diabetes

 (888) 926-4921

 www.healthnet.com/calpers

Maternity Support

The Start Smart for Baby program is available to all expectant women who are eligible for Health Net benefits. The program's mission is to help women manage their health during pregnancy and is designed to provide education and support to its participants. Your employees will find useful tools and tips to help make healthy choices throughout their pregnancies.

 www.healthnet.com/calpers
log in or register, then select Wellness Center

Kaiser Permanente

Health Calculators

Our health calculators are powerful, easy-to-use tools that are designed to help your employees live better. They can use our virtual toolkit to find out if they are at a healthy weight, if they are getting enough calcium, and to calculate their due date if they are pregnant, among other things.

 www.kp.org/calculators

Wellness Coaching by Phone

Kaiser Permanente members can talk one-on-one with health professionals who will help your employees create — and stick with — a plan for reaching their goals. Personal health professionals can coach members as they get active, eat healthier, quit smoking, or manage their weight. Call for an appointment.

 (866) 862-4295
Monday through Friday

Health and Wellness Resource Hub

A one-stop shop for finding a wide variety of wellness programs and services for Kaiser Permanente members, including health guides, online and facility-based classes, health assessments, tips and calculators, podcasts and videos, and much more.

 www.kp.org/ta

 <https://healthy.kaiserpermanente.org/northern-california/health-wellness>
for Northern California

 <https://healthy.kaiserpermanente.org/southern-california/health-wellness>
for Southern California

Audio Meditations for Health

Over 20 podcasts stream healthy lifestyle audio programs directly to your employees' computers. Your employees can also download the podcasts to their iPod or MP3 player. Podcasts include:

- Conditions & diseases
- Live healthy
- Emotional wellness

 www.kp.org/listen

Mental Health and Wellness Digital Self-Care Tools

Kaiser Permanente offers two world-class digital self-care apps, Calm and myStrength, at no cost to our members to support their mental health and emotional well-being.

- **Calm** is a leading app focused on mindfulness, meditation, and improving sleep and can help our members develop self-care skills.
- **myStrength** is a digital behavioral health app that offers our members a personalized interactive program to help improve awareness and change behaviors.

Members do not need to choose between the apps.

Members can access both Calm and myStrength and use the apps as much as they want. To gain no-cost access to Calm or myStrength, Kaiser Permanente members must start by clicking the unique registrations links found on www.kp.org/selfcareapps.

Diabetes Prevention Program

Kaiser Permanente offers healthy resources online as well as classes at our medical centers to help your employees prevent and manage diabetes. Now we've partnered with Omada Health to bring our members a new option: a Diabetes Prevention Program recognized by the U.S. Centers for Disease Control and Prevention. Omada is a leading digital health program that provides tools and support for losing weight and reducing risk factors for type 2 diabetes—from the convenience of home.

Participants get a professional health coach, a wireless scale linked to their account, peer support, and other resources to assist in making health a habit.

Eligible Kaiser Permanente participants include dependent members over 18 years old who meet the requirements to participate in the diabetes prevention program, and who have:

- A body mass index (BMI) of 25 or greater. For self-identified Asians, the BMI threshold is 23 or greater
- A hemoglobin A1c test with a value between 5.7 and 6.4 percent, or a fasting plasma glucose of 110–125 mg/dL, or a 2-hour post-glucose challenge of 140–199 mg/dL (oral glucose tolerance test)
- Self-reported previous diagnosis of gestational diabetes
- No previous diagnosis of type 1 or type 2 diabetes

Omada is offered at no cost to eligible members, see if you qualify with a one-minute health screening test.

 <https://go.omadahealth.com/deployments/kaisercalpers>

ClassPass for Kaiser Permanente Members

Kaiser Permanente is partnering with ClassPass, a popular fitness membership program, to offer no-cost and discounted access to virtual and in-person fitness and exercise classes through multiple gyms and studios across the country.

With ClassPass, Kaiser Permanente members can get:

- Online video workouts at no cost — 4,000+ on-demand fitness classes, including cardio, dance, meditation, and more.
- Discounts on livestream fitness classes — Real-time online classes, like bootcamp, yoga, and Pilates, from top gyms and fitness studios.

To get access to ClassPass, have your employees visit www.kp.org/exercise.

Discounts to Gyms and Alternative Health Care

Get 25% off contracted provider's standard fees when you make an appointment through the ChooseHealthy™ program. You don't need a referral from your doctor, and you can see a participating provider as many times as you want. Available specialty health services include: acupuncture, chiropractic care, and massage therapy. You also get access to online wellness information, activity tracking and other tools, and a health and wellness library — at no additional cost. To enroll, visit American Specialty Health's ChooseHealthy site for Kaiser Permanente members. Select "Find a Provider" on the top menu to connect with a participating acu/chiro/massage therapist near you.

 (877) 335-2746

 www.choosehealthy.com

Onsite Health Classes

Kaiser Permanente offers many health classes and support groups at its facilities. Offerings vary at each location, and some may require a small fee. Go online to see all classes available near you.

 www.kp.org/classes

 www.kp.org/classes (en español)

Sharp Health Plan

Sharp Nurse Connection®

A single phone call to Sharp Nurse Connection puts your employees in touch with a registered nurse after hours. Sharp Nurse Connection is available from 6 p.m. to 8 a.m., Monday through Friday, and 24 hours a day on weekends.

 (855) 995-5004

 www.sharphealthplan.com/CalPERS

Best Health

Best Health is a comprehensive wellness program available to all employees/Sharp Health Plan members at no extra cost. The program is one of a select group of health plan wellness programs to receive national accreditation from the NCQA. Offering robust online wellness tools, interactive learning modules, one-on-one health coaching and more, Best Health provides resources you can use to reach your health goals.

Wellness Assessment

This confidential online questionnaire asks about health history and lifestyle habits, creating a profile of your employee's health strengths and risks with personalized recommendations for improvement. The Wellness Assessment can be repeated periodically; improved risk scores demonstrate progress toward improved health.

 calpers.yourbesthealth.com

Personal Health Coaching

Your employees gain direct access to their own personal health coach. The six-week program is conducted privately over the phone and customized to each participant's specific needs, including healthy weight, smoking cessation, healthy eating, physical activity, and stress management.

 (877) 849-2363
M–F, 8:00 a.m. to 5:00 p.m.

 besthealth@sharp.com

Wellness Incentive

Your employees can earn a \$150 reward by participating in a six-week program that includes completion of the Wellness Assessment and a Best Health online learning module or telephonic personal health coaching program that focuses on a health issue of your employee's choice.

 calpers.yourbesthealth.com

Online Learning Modules

Dozens of Learning Modules are available to help your employees attain their wellness goals. These self-guided and self-paced modules include expert resources, interactive activities, videos, and quizzes to help employees increase their health IQ.

 calpers.yourbesthealth.com

Interactive Health Library

Your employees can access our extensive health library for information on health topics ranging from chronic conditions to general health and wellness. Videos, symptom checkers, calculators, and decision support tools are included.

 calpers.yourbesthealth.com

Health Tracking

Research shows that simply tracking one's habits, such as food intake or physical activity, can lead to sustained behavioral change. Through the use of the online portal or the mobile app, employees can easily track their health at home or on the go.

 calpers.yourbesthealth.com

Special Offers

Your employees receive 25 percent off usual provider rates on services from an extensive, credentialed network of chiropractors, acupuncturists, massage therapists, and dietitians. They may visit any of these providers directly, without a physician referral.

 www.sharphealthplan.com/CalPERS

Diabetes Prevention Program

This program meets U.S. Centers for Disease Control and Prevention diabetes prevention standards and is for your employees with pre-diabetes, a condition indicated by a blood glucose (sugar) level that is higher than normal, but not high enough to be diagnosed as diabetes. Many people with pre-diabetes will develop diabetes unless they take the right steps.

The 12-month program begins January 1, offering clinical and lifestyle coaching, educational sessions to optimize behavioral change, and online tools to develop goals and achieve lifestyle changes. To be eligible for this program, participants must be at least 18 years old, have a body mass index or BMI of at least 24 (22 if Asian), and blood tests within the last year that place them in the pre-diabetes range.

 (877) 849-2363

 www.sharphealthplan.com/CalPERS

Active & Fit Direct™

For \$29.99 per month (plus a \$29.99 enrollment fee and applicable taxes), your employees can access an easy-to-use fitness center network with 10,000+ locations nationwide plus 1,500+ digital workout videos so you can work out at home or on-the go. Online tools include a fitness center search, activity tracking and more.

 calpers.yourbesthealth.com

Studio SWEAT onDemand

For only \$9 per month or \$99 per year, employees can stream hundreds of fitness classes in the convenience of their home with Studio SWEAT onDemand®. Employees enjoy over 50% off the regular subscription fee.

 calpers.yourbesthealth.com

SimplyEngaged — Wellness Incentive Program

SimplyEngaged is a personal health and wellness program which allows your employees to earn rewards when they complete specific health and wellness actions, including:

- Participation in a biometric health screening.
- Completion of an online health survey.
- Visiting a participating fitness center at least 12 times per month.

 (800) 478-1057
to speak with a health coach

 www.myuhc.com

myNurseLine/Care24

myNurseLine

When your employees have health concerns, it can be difficult and time-consuming for them to find the information they need. Our myNurseLine can help them make informed health care decisions through telephone and online access to experienced registered nurses. Our toll-free number connects them with a registered nurse, who will take the time to understand what is going on with their health and provide them with personalized information. This service is available 24/7.

Through myNurseLine, your employees also have access to an audio health information library of more than 1,100 health and well-being topics; 600 messages are available in Spanish. Translation services are available for 140 languages or for callers requiring TTY assistance.

Care24

Care24 provides confidential support to members for those everyday challenges or even for more serious problems, including:

- Assistance in dealing with stress, depression, and anxiety
- Personal financial and legal advice
- Parenting and family problems, including dealing with domestic violence
- Substance abuse and recovery
- Eating disorders

Members have access to telephone support and three face-to-face visits.

 (855) 688-9779 inside the U.S.

 (866) 592-2365 for callers from outside the U.S.

 www.myuhc.com

Healthy Pregnancy

When you're expecting, you can expect help from us, every step of the way. The UnitedHealthcare Healthy Pregnancy® app puts useful tools and tips, along with anytime access to a nurse, right at your fingertips—helping keep both of you in good health, before, during, and after your baby's born.

- 24/7 support from a live nurse, just a click away
- Medically approved information on symptoms and concerns, along with topics like what to expect during labor or your next doctor visit.
- Tools and resources to track your weight, your baby's development and more, plus access to related benefits and cost estimators.

Download the app on the App Store® or Google Play®.

Preventive Care Resources

Good health starts with prevention, and preventive care should start early in the year, by scheduling your annual physical and wellness visit. You and your doctor can work as a team to create a preventive care plan for the year.

Get your preventive care checkup checklist and learn more at <https://www.uhc.com/health-and-wellness/preventive-care>.

Starting Healthier Habits Just Got Fun

RallySM is an online experience that is designed to help your employees complete activities to improve their health. They can take the health survey and get their Rally Age, a measure of their overall health. It comes with personalized missions to help improve their diet, fitness, and mood.

 www.myuhc.com
register to participate in the program

Special Offers

Rally MarketplaceSM lets you swap your Rally[®] Coins for discount offers on a wide selection of name-brand items. Just browse the Marketplace, exchange your Coins for the discount offers you like, then purchase desired items at the new, discounted price.

- Get Discounts - Get discounts on popular, name-brand items
- See Recommendations - See personalized recommendations for stuff you might like, or browse the entire catalogue.
- Earn Rally Coins - Earn more Rally Coins by completing healthy activities on Rally.

 www.myuhc.com
register to access the program

Diabetes Prevention Programs

Real Appeal[™]

Real Appeal[™] is a simple, step-by-step program designed to help anyone get on the fast track to lasting weight loss without turning his or her life upside down. Real Appeal has created a unique, proven program to help people lose weight and keep it off – for good. Real Appeal is a 52-week, lifestyle intervention program delivered over the internet. The program is customized to meet the preferences of each participant. All participants receive:

- Weekly online group coaching sessions led by a Transformation Coach who will provide them with guidance and support for an entire year.
- A complimentary Success Kit, full of all the tools they need to start losing weight, including workout DVDs, a scale, a blender, and more.
- A complete online experience and mobile app for instant access to easy-to-use tracking tools and weekly entertainment from our Real Appeal All Star Show, featuring celebrities, athletes, and health experts.

Real Appeal is available at no additional cost to all eligible UnitedHealthcare members. Sign up at uhc.realappeal.com.

Need help? 1-844-344-REAL (7325)

Real Appeal is a voluntary weight loss program that is offered to eligible participants as part of their benefit plan. The information provided under this program is for general informational purposes only and is not intended to be nor should be construed as medical and/or nutritional advice. Participants should consult an appropriate health care professional to determine what may be right for them. Any items/tools that are provided may be taxable and participants should consult an appropriate tax professional to determine any tax obligations they may have from receiving items/tools under the program.

Get Help Managing Diabetes

Locate onsite Diabetes Prevention Programs by:

- Contacting your assigned Medical Group/Provider directly.
- Search for CDC Certified onsite programs at: https://nccd.cdc.gov/DDT_DPRP/Registry.aspx.

Virtual Visits

Get access to care online, anywhere, any time. A virtual visit lets you see and talk to a doctor from your mobile device or computer without an appointment.

Answers to medical questions, diagnoses, and prescriptions. Support for addiction, depression, trauma, loss, stress or anxiety.

Benefits are available when services are delivered through a Designated Virtual Network Provider: Teladoc, AmWell and Doctor on Demand. Your \$15 office visit applies.

To learn more, visit uhc.com/virtualvisits.

Health and Wellness

Living a healthy life is a balance – and it may include many factors, like nutrition, exercise, emotional health and more. Learning ways to live healthy and finding information about common health topics may help you better set goals and understand how to find a healthy balance in your life.

Resources include:

- Health topics A-Z
- Fitness
- Healthy eating
- Managing stress & depression

Learn more at <https://www.uhc.com/health-and-wellness>.

Western Health Advantage

Online, Personal Wellness Portal

WHA's online wellness program keeps your employees' health status at their fingertips. MyWHA Wellness helps your employees set realistic wellness goals while providing the tools they need to achieve those goals. Direct them to www.mywha.org/wellness, the central hub for all wellness program components.

Once an employee creates an online account, they can take the wellness assessment, which provides a wellness score along with a personalized report about medical and behavioral health risks. Then an employee can set individual health goals, get personalized action plans, track their progress, access helpful health content, and be part of a vibrant online community. With healthy recipes, videos, podcasts, and informative articles, your employees will feel inspired to reach their health improvement goals.

Gym and Fitness Center Discounts

WHA makes the decision to be active a little easier through gym and fitness center discounts. Discover our newest partnership, Active&Fit Direct®, which allows your employees to access a wide range of fitness centers for a minimal monthly fee. Other area partners include: California Family Fitness, HealthSpring Fitness, Spare Time Clubs, and Synergy Health Club. Visit our website for a list of fitness center partners, with details on how to contact or visit these facilities.

 www.mywha.org/gyms

communityFIT

WHA is proud to support the health and wellbeing of our community. We invite your employees to join us in creating a fit and healthy California by attending any of the classes offered in this community based fitness program—at no cost to them. The program is open to everyone regardless of health plan affiliation. Choose from a variety of 30 minute lunchtime classes geared to help you move and recharge for the remainder of your day. Classes are virtual and can be taken anywhere you have a computer or your favorite device.

For more information and to register please go to www.choosewha.com/communityfit.

Preventive Care Resources

Preventive guidelines are designed to help your employees make more informed decisions about their health. By following these guidelines and working with their doctor, members are taking important steps to safeguard their health. Guidelines include health screenings, tests, and other services that are available at no additional cost*, starting at birth through adulthood. WHA also includes accessible, up-to-date immunization schedules as recommended by the Centers for Disease Control and Prevention. *Coverage for WHA services depends on eligibility at the time of service.

 www.mywha.org/guidelines

Instructor-led Classes and Support Groups

Your employees have access to health education programs and classes sponsored by our network's medical groups, even those not connected to their primary care physician's medical group. They will find many classes, programs, and support groups in these areas: diabetes, fitness, heart and vascular, lung health, nutrition, orthopedics, parenting, pregnancy and childbirth, and smoking cessation. Unless otherwise noted, most health programs or classes are free.

 www.mywha.org/classes

Healthy and Delicious Recipes

The benefits of a nutritionally sound lifestyle are countless and include decreased risk for and treatment of infections and disease, improved emotional well-being, healthy weight management, and lengthened longevity. Using the WHA website, your employees can browse hundreds of healthy recipes from reputable non-profit health organizations such as the American Heart Association, the American Diabetes Association, and the American Cancer Society.

 www.mywha.org/recipes

24/7 Nurse Advice Via Chat or Phone

Your employees have 24/7 access to a nurse advice line staffed with California licensed registered nurses. With Nurse24, our members can speak directly with a nurse by calling our dedicated phone number, or even chat online. Nurse24 also has interpreters available upon request. Registered nurses are available to answer any of your health questions, including direct referrals to disease management nurses.

 (877) 793-3655

 www.mywha.org/nurse24

Disease Management Programs

Through Optum Health, your employees have access to programs that help with chronic or high-risk health conditions at no cost.

The programs available to your employees include:

- Asthma
- Coronary Artery Disease
- Diabetes
- Congestive Heart Failure
- Chronic Obstructive Pulmonary Disease
- Maternity Health

Employees interested in any one of the programs can contact Optum directly (877-793-3655), contact WHA's member services, or complete an online disease management referral form. Those who choose to participate can opt out of the program at any time by contacting Optum or WHA's member services.

Diabetes Prevention Program

This program is designed to slow and prevent type 2 diabetes among CalPERS members who have prediabetes – a condition in which a person's blood sugar level is higher than normal, but not yet high enough for the individual to be considered diabetic.

Program benefits include:

- Improved nutrition
- Increased physical activity
- Motivation to sustain behavior changes
- Peer support
- Stress management

The program lasts one year, and consists of 16 sessions over the first six months and at least one session a month for the next six months. You can choose in-person, online, or a combination of both types of sessions. To participate in the program, you must meet the following requirements:

- Be at least 18 years old
- Have a body mass index (BMI) of at least 24 (22 if Asian)
- Have no previous diagnosis of type 1 or type 2 diabetes
- Have received a blood test result in the prediabetes range in the past year, or have been previously diagnosed with gestational diabetes (diabetes or high blood sugar when pregnant)

 www.westernhealth.com/calpers/plans-and-benefits

Health Plan Contact Information

Anthem Blue Cross

For Anthem HMOs and CalPERS PPOs
(877) 737-7776, toll free
(818) 234-5141, outside the continental U.S.
(818) 234-3547, toll free TDD
www.anthem.com/ca/calpers

Blue Shield of California

(800) 334-5847, toll free
(800) 241-1823, toll free TTY
www.blueshieldca.com/calpers

Health Net

(888) 926-4921, toll free
(888) 926-5003, toll free TTY/TDD
www.healthnet.com/calpers

Kaiser Permanente

(800) 464-4000, toll free
(800) 777-1370, toll free TTY
www.kp.org/calpers

Sharp Health Plan

(855) 995-5004, toll free
www.sharphealthplan.com/calpers

UnitedHealthcare

(877) 359-3714, toll free
www.uhc.com/calpers

Western Health Advantage

(888) 942-7377
www.westernhealth.com/calpers

Other Resources

The internet provides a wealth of resources for managing health and learning about various conditions and diseases. Following are some helpful websites.

American Cancer Society

“Stay Healthy” section has advice on physical activity, nutrition, and cancer screening tests.

 www.cancer.org

American Psychological Association and the APA Practice Organization

A Psychologically Healthy Workplace Program site contains information for employers about the link between employee health and well-being, and organizational performance.

 www.phwa.org

California Department of Public Health

Offers “Take Action,” a free, 10-week, web-based program that encourages employees to set individual goals for daily fruit and vegetable consumption a physical activity. Downloadable materials include the California Fit Business Kit.

 www.takeactionca.cdph.ca.gov/Pages/default.aspx

National Business Group on Health

Publications include employer toolkits on many workplace wellness topics.

 www.businessgrouphealth.org

U.S. Centers for Disease Control and Prevention

“Healthier Worksite Initiative” resources can help employers improve the health of their employees.

 www.cdc.gov

U.S. Department of Agriculture

MyPyramid Food Guidance System is designed to improve the nutrition and well-being of Americans.

 <http://www.cnpp.usda.gov/MyPyramid>

U.S. Department of Health and Human Services

Nutrition and Fitness. Learn the basics of healthy eating and get the latest dietary guidelines. Check out physical activity guidelines, exercise for seniors, and more about physical fitness.

 <https://www.hhs.gov/programs/prevention-and-wellness/nutrition-and-fitness/index.html>

Wellness Council of America

Free resources include reports, case studies, and a list of health observances by month.

 www.welcoa.org



CalPERS Health Benefits Program
P.O. Box 942714
Sacramento, CA 94229-2714
www.calpers.ca.gov

October 2020.10.1 ©