



We're Changing Our Wellness Plan

Q. Does this impact you?

A. If you have our medical coverage, it does. Participating in the wellness plan is how you get the big discounts on the medical deductions from your paycheck.

Q. What is changing?

A. In response to employee feedback, we are simplifying the wellness plan in 2019. Instead of four wellness tiers (platinum, gold, silver, bronze), there will be two (wellness discount, no wellness discount).

Q. How will the new tiers work?

A. Much like the old tiers, just less complicated. You still earn wellness points and 3000 wellness points still gets you the wellness discount (what was the gold tier). Anything less than the 3K points defaults to the non-wellness rate (what was the bronze tier). **Essentially, the silver tier will be eliminated.**

Q. What if you're currently in the silver tier?

A. If your wellness rate for 2018 reflects the silver tier, you have until 11/15/18 to complete your wellness steps and earn the 3000 wellness points needed to get you the wellness discount for all of 2019.

Q. Concerned that you can't earn enough points to get the wellness discount?

A. It's easier than you may think.

- Get an annual physical (600 points)
- Get your biometric testing done - weight, blood pressure, cholesterol, & blood sugar (600 points just for getting it done, regardless of outcomes)
- Non-tobacco user (600 points)
- Biometric outcomes within a healthy range (300 points per outcome, for a possible total of 1200 points)

Q. Concerned that your biometric outcomes aren't within a healthy range?

A. We give points for borderline outcomes, meaning those a bit above the recommended level. Additionally, if you are being treated by a physician for one or more of the biometrics that you do not have within a healthy range, you can have the treating physician complete a brief appeals form and get full points for the biometric. This way anyone can get the wellness discount. Click [here](#) for more information.

Q. Did your medical coverage begin with us mid-year in 2018?

A. If you were hired during 2018 and your coverage began mid-year, or you had a qualifying life event and picked up coverage mid-year for that reason, you should have defaulted

into the gold tier for the rest of 2018. In order to keep that discounted rate, you will need to earn 3000 wellness points by 11/15/18. If your spouse is on your medical coverage, they will need to earn 3000 wellness points also.

Q. **What about the platinum tier?**

A. The platinum tier gave employees and their covered spouses the opportunity to earn 3500 wellness points or more for a \$50 Amazon gift card. That opportunity will still be available, it will simply be referred to as your Wellness Bonus.

Have any additional questions regarding the wellness plan? Please call or email the Benefits Team at (888) 781-5654, option 1, or email benefits@drivetime.com.

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