



**Disney Healthy Pursuits Wellness Rewards Program
2016-2017
(10/1/2016 to 9/30/2017)**

Questions & Answers

1. Who is eligible to participate in the *Disney Healthy Pursuits* Wellness Rewards Program?

All active U.S.-based (and U.S. expat) Employees, Cast Members and their spouses/domestic partners are eligible to participate in the *Disney Healthy Pursuits* Wellness Rewards Program.

2. Who is eligible to earn rewards and how do I qualify to earn wellness rewards?

You must be an active full-time or part-time U.S.-based (and U.S. expat) employee or Cast Member, or a spouse/domestic partner, and be enrolled in a 2017 Disney medical option.

You must complete the Personal Health Assessment (PHA) by September 30, 2017 to qualify to receive rewards under the Program.

For details on the Wellness Rewards Program, please refer to the [2017 Wellness Rewards Flyer](#).

3. How do I access the PHA? Are there special registration instructions for my spouse or partner?

You and your covered spouse or partner will take the PHA through the Cigna website at www.cigna.com/disney.

You must register if this is the first time you or your spouse/partner will be accessing the PHA:

- Log in to www.cigna.com/disney
- Confirm your identity by entering either your Alternate Member ID (AMI) number (found on the front of your Cigna ID card) or your Social Security number (SSN), or by answering four security questions.
- Your spouse or domestic partner can register using your AMI or SSN. Spouses and domestic partners should not enter their own SSN.
- Each person should create their own User Name and Password.

Once you complete the registration process, you can complete the PHA online.



4. How do I earn the new Preventive reward?

To earn the new \$100 Preventive Reward you must:

- Obtain a preventive exam or OB/GYN exam,
- Complete one of the following cancer screenings: cervical screening (pap or HIV test), colon screening, mammogram, prostate screening or skin cancer screening, or
- Receive a biometric screening at an onsite event or other approved location such as your doctor's office, a LabCorp facility or Publix Pharmacies.

5. How do I earn BP or BMI rewards?

To earn the BP or BMI wellness reward, you'll need to achieve the following healthy blood pressure and/or weight (based on the results of your biometric screening):

- A blood pressure less than 140/90
- A Body Mass Index (BMI) less than 27

You and your enrolled spouse/partner will each earn \$100 for each goal you achieve. The maximum reward for meeting both the BP and BMI requirements between October 1, 2016 and September 30, 2017 is \$200 per individual.

6. Do I need to enter my results from the biometric screening into my Personal Health Assessment (PHA)?

No. Your results will be electronically uploaded into your PHA when you get your biometric screening at an onsite screening location. If you get your screening at your doctor's office, a LabCorp facility or Publix Pharmacies, make sure you take the lab or retail voucher or Physician Wellness Screening Form with you so that your results are sent to Cigna to be uploaded into your PHA. If you know your approximate numbers, you may manually enter them in the PHA; however, they will be replaced when your official results from an approved screening location are uploaded into the PHA. Please note that biometric values manually entered into the PHA will not satisfy the requirements for validated biometric screening results to earn your rewards.

7. Where can I complete a biometric screening?

You must have your biometric screening done at one of the following approved locations:

- **Onsite:** Screenings are offered at benefits showcases and biometric screening events held at certain Disney locations throughout the year. To find an onsite screening location near you, go to provantevents.com/Disney or take the Quick Link from Benefits.Disney.com.
- **Doctor's Office:** Go to provantevents.com/Disney to download the **Physician Wellness Screening Form** your doctor must complete. You can also access the form at Benefits.Disney.com.

- **At The Lab:** Go to provantevents.com/Disney, and click “At The Lab” button for your Lab voucher. You can have your blood pressure, BMI and biometric blood work tested at a participating LabCorp location near you (over 1,600 patient service centers nationwide).
Note: Make sure to choose the testing service "Employee Wellness with Body Measurement". You MUST print the lab voucher and bring it with you to the Lab. Refer to the cover letter for more details.
- **At A Retail Location (including Publix Pharmacies):** Go to provantevents.com/Disney and select Retail Voucher. You can obtain a biometric test at a participating Retail Clinic at over 2,500 locations nationwide.
Note: An appointment may be required depending on your retail selection. Select “At a Retail Location” to download a Wellness Health Screening voucher. You must print and take the voucher with you to the Retail Clinic. They must complete the form and submit your results to Cigna.
- **Convenience Care Clinic:** If you’re enrolled in a Cigna medical option, you can get your initial biometric screening at a convenience care clinic in the Cigna network. To find a clinic near you, go to mycigna.com>[Find a Doctor](#). Enter your “Location”, type in “Convenience Care Clinic” in the “Looking For” section, then select “Search”.

8. How can I earn the BMI reward?

If your initial biometric screening taken at an approved screening location shows your BMI is in the healthy range of less than 27, you earn the BMI reward immediately and it will generally be paid to your HSA or HRA account within 4-6 weeks. If not, you still may be able to earn the BMI reward. (See the next question for details.)

9. I did not qualify for the BMI reward at my first biometric screening. What do I need to do to earn it?

You can earn your \$100 BMI reward if you do any of the following between October 1, 2016 and September 30, 2017:

- **Get re-screened!** Get re-screened at an onsite event or other approved location when you achieve a BMI of less than 27 within the same program year.
- **Lower your BMI by 5%:** Lower your baseline BMI reading by at least 5%. Your baseline reading is the oldest screening results dated up to 14 months prior to the new re-screening date.
- **Set – and meet – a goal with a health coach:** Team up with a health coach from the *Disney Healthy Pursuits* Wellness Team, and set *and meet* a new health goal within the plan year.
- **Complete one of the following online programs**



(visit mycigna.com>My Health >Programs & Resources):

- Eat Better
 - Lose Weight
 - Enjoy Exercise
- **Get an exemption from your doctor:** If your doctor recommends that meeting the target numbers is currently medically inappropriate for you, you can submit a form signed by your doctor. Go to provantevents.com/Disney or Benefits.Disney.com to download the **Request for Program Alternative Fax Form** for your doctor to complete.

10. How can I earn the blood pressure reward?

If your initial biometric screening taken at an approved screening location shows your blood pressure is within the healthy range below 140/90, you earn the blood pressure reward immediately and it will generally be paid to your HSA or HRA account within 4-6 weeks.

11. I did not qualify for the blood pressure reward at my first biometric screening. What do I need to do to earn it?

You can earn your \$100 Blood Pressure reward if you do any of the following between October 1, 2016 and September 30, 2017:

- **Get re-screened!** Get re-screened at an onsite event or other approved location when you achieve a blood pressure reading of less than 140/90 within the same program year.
- **Set – and meet – a goal with a health coach:** Team up with a health coach from the Disney *Healthy Pursuits* Wellness Team, and set *and meet* a new health goal within the plan year.
- **Complete one of the following online programs**
(visit mycigna.com>My Health >Programs & Resources):
 - Eat Better
 - Lose Weight
 - Enjoy Exercise
 - Feel Happier
 - Conquer Stress
- **Get an exemption from your doctor:** If your doctor recommends that meeting the target numbers is currently medically inappropriate for you, you can submit a form signed by your doctor. Go to provantevents.com/Disney or Benefits.Disney.com to download the **Request for Program Alternative Fax Form** for your doctor to complete. Your doctor must certify that the Program requirements of attaining a systolic blood pressure less than 140 mmHg AND/OR a diastolic blood pressure that is less than 90 mmHg between October 1, 2016 and September 30, 2017 are inconsistent, inaccurate, inappropriate, or unattainable based upon your medical condition



12. My spouse/partner and I both work for Disney. Which one of us participates in the Wellness Program as the spouse, and which one as the Disney Employee or Cast Member?

You should each take the PHA under your own ID – even if you’re listed as a dependent under your spouse’s/partner’s Disney medical coverage. The wellness rewards each of you earn will be credited to the Health Savings Account (HSA) or Health Reimbursement Account (HRA) of the Employee/Cast Member (not the dependent) who enrolls in 2017 medical coverage through Disney.

13. Is there a deadline to earn 2017 wellness rewards?

You will have from October 1, 2016 to September 30, 2017 to earn 2017 wellness rewards.

14. How will my rewards be paid?

Any 2017 wellness rewards you and your spouse/partner earn will be credited to your Health Savings Account (HSA) or Health Reimbursement Account (HRA), depending on the Disney medical option you choose for 2017. Generally, wellness rewards will be credited to your account within four to six weeks after earning them.

15. Can I choose to have my wellness rewards added to my paycheck instead of credited to my HSA or HRA?

No. Wellness rewards are only payable directly to an HSA or HRA account.

16. How can I receive wellness rewards as soon as possible in 2017?

If you’re eligible to earn wellness rewards be sure to complete the Personal Health Assessment, a preventive exam or cancer screening, a biometric screening and demonstrate healthy results no later than November 18, 2016 to have your rewards paid to your HRA or HSA in January 2017.

17. After November 2016, how soon after I earn wellness rewards will the money be credited to my HSA or HRA?

Any 2017 wellness rewards you earn between November 19, 2016 and December 31, 2016 will generally be credited to your account within four to six weeks after January 1, 2017.

18. I qualified for a reward – where can I go to see if it’s been posted to my HRA or HSA?

You should first confirm your rewards have been properly recorded: Go to mycigna.com and select Manage My Health>Wellness Rewards. If your biometric activity is not showing as completed within six weeks after the date of your screening, call the Disney Benefits Center at 1-800-354-3970.

To verify if your rewards have been posted to your HRA or HSA, select the PayFlex HealthHub link found in Related Links on the right-hand side of Cigna’s Wellness Rewards page, in the Contacts page on Benefits.Disney.com, or directly at disney.healthhub.com.



19. What happens if I earn rewards, but leave Disney before they are posted to my HRA/HSA?

If you leave Disney after earning wellness rewards, but before the money is credited to your account, you won't receive payment. You must be actively employed by Disney at the time your rewards are posted.

20. Who do I call if I have a question about the status of my 2016/2017 wellness rewards?

For questions about rewards earned October 1, 2016 through September 30, 2017, call the Disney Benefits Center at 1-800-354-3970 (toll-free). Representatives are available Monday-Friday from 8:30 AM to 8:30 PM ET (5:30 AM to 5:30 PM PT).

Any rewards from the 2016/2017 program year that remain unpaid 90 days after the end of the program year cannot be paid.

21. What happened to my biometric screening results from last year?

If you're enrolled in a Disney medical option, you can find your results from last year by accessing the My Health Dashboard on myCigna.com.

22. Will the Company receive my personal health information and, if so, how will they use it?

Disney takes your privacy seriously. Any personal health information you provide will remain confidential and will be handled by Cigna and other designated health care partners according to their strict privacy guidelines. Our health care plan vendors will use this information solely to identify programs and resources that may help you achieve your health goals. No personally identifiable information will be provided to Disney at any time.

Disney will only receive aggregate data, which is used to identify opportunities to provide specific programs in targeted areas based on these identified needs.

23. Can a dependent restrict access to their information so the employee won't see it?

If a dependent would like to request a privacy restriction so that the employee who covers them cannot see any of their information, they can do so by calling the phone number on the back of their Cigna ID Card to request a HIPAA restriction. The customer service representative will direct the dependent to the "Request for Restriction of Use and Disclosure of Private Health Information" form, which can be found by using the following path via Cigna.com > Privacy > Privacy Forms > Request for Restriction of Use and Disclosure of Private Health Information (PDF). Once the form is received the Member Rights Repository will be updated with a notation and all applicable downstream systems will be updated accordingly.



24. When can I call for questions related to health coaching from the *Disney Healthy Pursuits* Wellness Team?

You may call Cigna at **1-800-577-7498** and say “*Disney Healthy Pursuits* Wellness Team” or press 2 to connect with a *Healthy Pursuits* Coach at any time. Onsite coaching is available at many Disney locations. Coaching locations and times may vary.