

2020 Northern Light Health Benefit Year Biometric Program Details

ACTION ITEM to receive the \$50 cash biometric screening reward.

Beacon Health, as part of the administrative services it provides to the Northern Light Employee Health Plan, will send out your specific requirements. Employees will receive their communication via email and spouses will receive their action steps by mail to their home address. Participants will get one of the following notifications:

- 1.) “You’re Golden”** - All your biometric measures are accounted for. This email means that no further action is necessary to receive the biometric screening reward. Save this email as confirmation of your biometric requirement completion.
- 2.) Virtual Biometric Screening**— Some, if not all your biometric measures were unavailable so you will need to attend a virtual phone screening. A telephonic screening will consist of a 10-minute coaching conversation with one of our certified health coaches. [Click here](#) to view the biometric calendar and choose the coaching appointment that works best for you. When signing up, please complete all required registration fields. After you have registered you may see a message that says, “please call Beacon Health Wellness at 207-657-8174 prior to your appointment to confirm details”. **Please disregard** this message. Once you have registered a health coach will reach out to you at your appointment time at the number you have provided.

If your primary care provider (PCP) has already taken these measures in 2020, you can bypass the screening by downloading the Biometric Provider Form located at beaconhealth.me and have your provider fill it out. Spouses/employees can then fax the form to Beacon Health at (207) 973-7165 or employees can upload into the Wellness Platform at <https://beaconhealthwellness.org/> before November 30, 2020.

Your private health information and your privacy

Beacon Health is the Northern Light member organization specializing in population health management. In this role, as part of the administrative services it provides to the Northern Light Employee Health Plan, Beacon Health oversees the biometric screening program for employees/spouses who are enrolled in the Northern Light Employee Health Plan. If employees/spouses have already had their blood glucose, cholesterol, blood pressure and body mass index (BMI; a height-to-weight calculation) measured by a Northern Light Health primary or specialty care provider’s office between January 1 and September 30, 2020, Northern Light Clinical IS (as a business associate of the Employee Health Plan) will have made every effort to have this information collected through the electronic medical record (EMR) by using an automated and confidential data filtering system in accordance with the Northern Light Employee Medical

Plan's Notice of Privacy Practices, located on the Northern Light Benefits portal, and will provide this information to Beacon Health. The information Beacon Health received for you from Northern Light determined what actions you are required to take to receive the biometric screening reward outlined in the checklist above.

Your private health information will only be used in accordance with Northern Light Employee Medical Plan's Notice of Privacy Practices. Beacon Health will provide aggregate (not specific to the individual but reflective of the group) biometric data to Northern Light Total Health so that this information can be used to build a picture of the relative health of Northern Light employees and point to the particular kinds of wellness initiatives that would be useful.

Contesting your reward status/payment

Every effort will be made to place biometric cash payments in paychecks in January. If you believe you qualified to receive a biometric reward but do not receive the payment, **you have until 2/29/2021 to contest your reward status.** You will need documentation and/or your saved receipts in order to do this.

Who to contact for assistance?

Email Beacon Health at beaconwellness@northernlight.org.

- If you have questions about the program. Please note: All information and communication about the 2020 Northern Light Health Biometric Screening Program can be found on the **Wellness** portion of beaconhealth.me.
- If you believe the cash reward amount in your paycheck isn't correct, please reach out to the HR Service Center at (207)-973-4000. They will first confirm the reward amount in your paycheck. You will then be directed to Beacon Health at beaconwellness@northernlight.org where you will provide your necessary documentation (letter) to confirm the accurate reward amount.

Reasonable Alternative

Participation in the biometric screening program is entirely voluntary. If you don't wish to participate in the biometric screening program, you may email Andy VanEss, Beacon Health Wellness Program Manager, to inquire about alternatives. For example, in lieu of attending a virtual screening, Northern Light Health Plan participants may attend a special virtual biometric coaching session with one of Beacon's wellness coaches **by December 18**. This special session will focus on the participant's sense of their own biometric health, their health concerns and what they need to support their wellbeing.