



2025
ARDENT HEALTH WELLNESS
PROGRAM

WELCOME TO YOUR 2025 WELLNESS PROGRAM

The Ardent Wellness Program Offers you an opportunity to learn valuable information about your health and save money on your medical premiums.

The Wellness Program is voluntary, but by participating, you will have the opportunity to earn significant rewards while making strides toward a healthier you.

To **qualify** for the medical premium credits in the 2025 plan year, participating team members and their eligible spouses/domestic partners* must:

- Complete the Know Your Numbers (KYN) questionnaire by December 31, 2024
- Complete a biometric screening by December 31, 2024

The Know Your Numbers Questionnaire is a health survey that, combined with your biometric screening results, provides you with health risk score report.

Wellness credits are **earned** based on the KYN risk score result.

** To receive wellness credits, team members must be actively employed, and you and your spouse/domestic partner must be enrolled in an Ardent Health medical plan.*

The program incentive is structured as follows:

Know Your Number Risk Score	Health Risk Category	Monthly Premium Credit Amount Earned
1 - 40	Optimal/Normal	\$150.00
41 - 60	Above Normal	\$120.00
61 - 80	Borderline High	\$90.00
81 - 100	High	\$60.00
> 100	Extremely High	\$30.00

For new hires or team members who had a Qualifying Life Event (QLE) and submitted wellness screening results in 2024, any wellness credits earned for 2024 will be automatically applied to 2025.



Important Deadline:

If you are a new hire in 2024 or experience a QLE in 2024, you must complete the program requirements within 60 days of your hire date or QLE.

PARTICIPATE IN THE WELLNESS PROGRAM TODAY!

GETTING STARTED

Download the Wellworks For You mobile app by scanning the QR code, searching “Wellworks For You” in your app store, or visiting www.wellworksforyoulogin.com.



LOGIN

Note: On first login, the system will prompt you to create a new, unique password.

Team Members:

Username: Ardent + your employee ID (e.g., Ardent123456).

Temporary Password: Your date of birth in MMDDYYYY format (e.g., 01011990)

Your Spouse/Domestic Partner:

Username: Ardent + your employee ID + the letter S (e.g., Ardent123456S).

Temporary Password: The spouse/domestic partner’s date of birth in MMDDYYYY format (e.g., 02021992)

STEP 1

Complete the Know Your Number Questionnaire

Existing Program Participants: By December 31, 2024

New Hires: Within 60 days of your hire date

Qualifying Life Event (QLE): Within 60 days of your QLE date

STEP 2

Complete the Biometric Screening

Existing Program Participants: By December 31, 2024

New Hires: Within 60 days of your hire date

Qualifying Life Event (QLE): Within 60 days of your QLE date

BIOMETRIC SCREENING

THE BIOMETRIC SCREENING INCLUDES:

- **Physical Biometrics:** Height, weight, waistline circumference, and blood pressure.
- **Blood Draw:** Total cholesterol, triglycerides, LDL, HDL, and fasting blood glucose.

All nine (9) readings are required to fulfill the screening requirement and generate a KYN Risk Score.

There are three (3) screening options available for you to select from on the Wellworks For You portal.

PROVIDER SCREENING FORM

If you are scheduled to have an annual wellness screening this year with your healthcare provider, you can use the screening results to satisfy the program's required biometric screening step. Have your provider complete the Provider Screening Form and submit it to Wellworks For You before the deadline. The Provider Screening Form can be downloaded from the Wellworks For You portal by selecting "Get Started" in the Biometric Screening Section of the Dashboard.

If you have already had an annual wellness screening this year, please ask your healthcare provider to use the results to complete and submit the Provider Screening Form prior to deadline of December 31, 2024, to ensure you are eligible in January for any discounts earned.

Results reported on the Provider Screening Form should be based on wellness screenings completed between January 1 and December 31, 2024.

Please check with your healthcare provider and insurance carrier about the costs, if any, prior to scheduling your appointment for a wellness screening or having them complete the Provider Screening Form.

ONSITE SCREENING

Onsite events are scheduled at select Ardent Health locations and fill up quickly. There are no makeup dates, so sign up early for your screening through the "Biometric Screenings" section in My Next Steps on the Wellworks dashboard. After December 2024, onsite screenings will no longer be offered, so please establish a relationship with a primary care provider.

LABCORP SCREENING

If you cannot use the Provider Screening Form or attend an Ardent Health onsite event, choose an approved LabCorp location through the "Biometric Screenings" line item of My Next Steps on the Wellworks dashboard. Not all LabCorp facilities provide the required tests, so be sure to visit the location selected from the portal. Failure to do so will delay the processing of your results, and you may incur costs that you will be responsible for.

Screening results may take up to two (2) weeks to post to your Wellworks For You portal.

REASONABLE ALTERNATIVE STANDARD (RAS)

Participating members who do not earn the full incentive due to the KYN risk score will have the opportunity to enroll in a RAS to earn the missing incentive.

As part of the Reasonable Alternative Standard, you may be asked to complete:

- **eLearning:** Complete one eLearning Series from the Learning Center on the Wellworks portal. Each series consists of 6-7 short videos and quizzes that must be passed with a minimum score of 80%.
- **KYN Health Risk Summary Report Review:** Schedule a 15-minute call with a Wellworks Health Coach to review your KYN Health Risk Summary Report. During this call, you will review your biometric screening results, risk of disease onset, and personal health goals.
- **Additional Health Coach Call:** Schedule an additional 15-minute call with a Wellworks Health Coach to review your progress and update your personal health goals.
- **Enroll in Diabetes Care:** If you have diabetes, or a fasting blood glucose > 104 mg/dL, or an A1C > 5.7%, and a KYN Risk Score > 60, you must enroll in the Diabetes Care program for your RAS and complete the minimum requirements listed on page 6.

The next page outlines the RAS components needed for each of the KYN score

RAS DEADLINES

Existing Program Participants: Complete the RAS by March 31, 2025

New Hires: Complete the RAS within 90 days of your KYN Health Risk Summary Report complete date*

Qualifying Life Events (QLE): Complete the RAS within 90 days of your KYN Health Risk Summary Report complete date*

You must complete your RAS by the deadlines listed here. Late submissions will not be accepted.

** The KYN complete date is available in the top center of the KYN Health Risk Score Summary Report and in the My Next Steps Know Your Number Questionnaire line item on the Wellworks For You portal.*

REASONABLE ALTERNATIVE STANDARD (RAS) – CONTINUED

KYN Risk Score	Monthly Premium Credit Based On KYN	eLearning Series	KYN Health Risk Summary Report Review	Additional Health Coach Call	Monthly Premium Credit With RAS
1 - 40	\$150	N/A	N/A	N/A	N/A
41 - 60	\$120	✓	N/A	N/A	\$150
61 - 80 *	\$90	✓	✓	N/A	\$150
81 - 100 *	\$60	✓	✓	✓	\$150
> 100 *	\$30	✓	✓	✓	\$150

* If you have a KYN Risk Score > 60, and are diabetic, or have a fasting blood glucose > 104 mg/dL or an A1C > 5.7%, you must enroll in the Diabetes Care Program and complete the below requirements within 90 days of your KYN Health Risk Summary Report completion date.

Enroll In Diabetes Care **	Diabetes Stress Survey	KYN Health Risk Summary Report Review	Connect And Sync Glucose Meter (If Prescribed)	Monthly Premium Credit With RAS
✓	✓	✓	✓	\$150

** To enroll in the Diabetes Care Program, click the menu icon in the top left corner of the Wellworks app, then select "Diabetes." Follow the prompts to schedule a call with a health coach, complete your survey, and connect your glucose meter (if prescribed).

To earn any missing incentive credits, you must complete all the required components based on your KYN Risk Score. Partial completions will not be accepted.

FREQUENTLY ASKED QUESTIONS

Why is my employer offering this program?

Ardent Health values the health and wellness of our team members and their families. We aim to reward those in good health and provide support to those who need it.

Do I have to participate and is my information private?

This program is voluntary and private and offers a chance to learn about your health, make improvements, and earn wellness credits. Wellworks will not share your personal health information with Ardent Health or any external company. It will only disclose to Ardent Health the values of medical premium credits you have earned. For more details on privacy, refer to the Enrollment Agreement in the Wellworks For You portal.

When will my screening results post to my Wellworks account?

Results may take two (2) weeks to appear in your Wellworks For You portal from the date of your onsite/LabCorp screening or two (2) weeks after the completed Provider Results Form is received, by Wellworks For You, from your provider.

Where can I find my results?

Click “My Health Metrics” in the Wellworks For You portal, then select “View Metrics” to see your results.

How do I know what I have completed and what I have earned?

Refer to the "My Next Steps" section of the Wellworks portal to see which requirements and/or RAS you have completed. For clarification on your premium credits earned by KYN Risk Score and how to earn any missed amount via a RAS, see page 5 - 6 of this booklet.

I just completed my requirements in the portal. When can I expect to start receiving the medical premium credits for 2025?

The 2025 credits will be applied to the first payroll in 2025 for team members and their spouse/domestic partner who complete their requirements by December 6, 2024. For those who complete after this date, credits may take up to two pay cycles to be applied.

Credits will not be applied retroactively to the first payroll of the year if completed after December 6, 2024. To ensure you receive all credits, complete the program steps as soon as possible to avoid delays in posting results.

FREQUENTLY ASKED QUESTIONS - CONTINUED

I am a new hire, or I had a Qualifying Life Event (QLE). When do I need to complete my requirements and when can I expect to start receiving the medical premium credits?

You have 60 days from your new hire or QLE date to complete the wellness program requirements to qualify for wellness credits. If completed within this period, your results will apply to both the 2024 and 2025 programs. It may take two (2) pay cycles for the 2024 credits to appear once posted in the portal. Credits will not be retroactive to the hire/QLE date.

How will my medical premium credits appear on my benefits confirmation statement?

Your medical premium credit will post to your Ardent Benefits Confirmation Statement based upon a biweekly pay frequency.

- **\$150** monthly premium credit earned will appear as a \$69.23.
(\$150 x 12 months = \$1800. \$1800 / 26 payments = \$69.23)
- **\$120** monthly premium credit earned will appear as a \$55.38.
(\$120 x 12 months = \$1440. \$1440 / 26 payments = \$55.38)
- **\$90** monthly premium credit earned will appear as a \$41.53.
(\$90 x 12 months = \$1080. \$1080 / 26 payments = \$41.53)
- **\$60** monthly premium credit earned would appear as a \$27.69.
(\$60 x 12 months = \$720. \$720 / 26 payments = \$27.69)
- **\$30** monthly premium credit earned would appear as a \$13.84.
(\$30 x 12 months = \$360. \$360 / 26 payments = \$13.84)

My spouse/domestic partner's username and/or password was not found when attempting to log in to Wellworks. How do I have them added so they can participate in the wellness program?

Your spouse/domestic partner must be listed as your dependent in the Ardent enrollment system. If they are not, contact the Ardent Benefits Service Center at 1.855.787.0668 to add them. It may take two weeks for their information to appear in the Wellworks For You portal, and this step does not enroll them in any coverage.

New hire, QLE, and demographic updates are transmitted from the Ardent Benefits Service Center to Wellworks weekly. Check Wellworks every Thursday for new accounts and updates.

Whom do I contact if I have any questions regarding the Wellness Program?

“Contact Us” from the Wellworks For You portal

Email: ohsecure@wellworksforyou.com | Call: 800.425.4657

Ardent Health reserves the right to correct any errors related to a wellness participant's eligibility for the Ardent Wellness Program and any discrepancies in program compliance or medical premium credits earned.