



## Wellness Incentive Q&A

As part of the Chancellor's Wellness Initiative, The Texas A&M University System is taking an active role in the health of its employees. Employees and spouses enrolled in the A&M Care plan can have a routine annual exam before June 30 as one of their options on the Two-Step Wellness checklist.

### 1. I'm pregnant (my spouse is pregnant). Will I need a wellness exam?

Pregnant employees or their pregnant spouses are exempt, and a wellness exam may be waived as one task completion for the program. However, the employee or spouse will need to complete a second item to qualify for the wellness credit, in accordance with the Two-Step Wellness program. To request exemption from the annual wellness exam due to pregnancy and apply the exemption as a step to receiving the wellness credit, please email your direct Human Resources Office representative with the following information.

- Employee's name and UIN
- Expecting mother's name (covered spouse)
- Name of provider (OB/GYN)
- Date of first visit with diagnosis of pregnancy
- Expected delivery date

### 2. Will I be charged a copay when I have my physical/wellness exam?

Under the Affordable Care Act, most preventive services, including physicals and wellness exams are covered at 100% through a network provider. Therefore, you should not be charged a copay when you have your physical/wellness exam at a network provider unless the visit is not coded as a physical/wellness exam when sent to BlueCross BlueShield. If the office visit for the wellness exam includes services outside or beyond preventive services as billed by the provider, then an office visit copay may apply. Preventive services, such as physicals and wellness exams are not covered if performed by a non-network provider.

### 3. Do dependents, other than my spouse, need to take the annual exam to qualify for the premium differential?

No.

### 4. Is this required for Graduate Students?

Yes, if the graduate student employee is enrolled in the A&M Care plan. It is not required of Graduate students enrolled in the Graduate Student Employee plan administered by Academic Health Plans (AHP).

### 5. Do I need to tell my doctor or the doctor's office this is a physical/wellness exam when I make the appointment?

Yes. The wellness exam code must appear on the claim for the exam to be counted as your wellness exam incentive.

### 6. Is there a form that I or my doctor need to complete?

No.

**7. Is a wellness exam the same thing as a physical?**

Yes, if there is a routine preventive exam code on the claim.

**8. Does my annual well-woman exam count for this purpose?**

Yes.

**9. Does a health screening done by Catapult count for this purpose?**

Yes.

**10. Does a health screening done by another vendor count for this purpose?**

No.

**11. Does this exam need to include specific tests?**

No, receiving the incentive is based on the diagnosis code only. Your physician is the best person to determine which tests to administer, based on your age and physical condition. While physicals and wellness exams often include such things as a blood pressure check, cholesterol test, glucose test, and/or a body mass index check, specific tests are not required at this time.

**12. Do I need to take any further action to make sure my record shows I have taken my physical/wellness exam?**

No, this information will be documented when the claim is received and processed by BlueCross BlueShield.

**13. How do I see if I have been credited for my physical/wellness exam?**

Check to see if your wellness incentive has been processed in WebMD One. Beginning September 1, your benefits record on Workday will also reflect a \$30 wellness credit for 'employee only' and a \$60 wellness credit for 'employee and spouse' when both wellness requirements have been met for that plan year. *(note: remember that it can take 6 to 8 weeks from the time of your wellness exam for the claim to process and the incentive to show on your WebMD ONE account and in Workday)*

**Registering for your WebMD ONE account:**

Visit [webmdhealth.com/tamus](http://webmdhealth.com/tamus) or download the Wellness At Your Side app and follow the registration instructions. Neither your Human Resources office nor System Benefits Administration can see whether a claim has been filed or view your personalized checklist.

You will need the following details:

- Registration ID: Employees this is your A&M System assigned Unique Identification Number (UIN); Spouses this is your spouse's A&M System assigned Unique Identification Number (UIN) + date of birth (MMDDYYYY) + your legal first name Enter your ID#, which is your BCBSTX member ID on your health insurance card (your UIN)
- Create a username or 6 or more letters, numbers, or special characters
- Create a password
- Date of birth
- Email address where you would like to receive your Health Manager Information

Log in to your WebMD ONE account

- On the Dashboard view your completion on the Incentive tile.
- For further information select "continue" on the Incentive tile.
- Select the "TAMUS Two-Step Wellness Program" to view your personalized checklist.

- Complete your Annual Wellness exam, this is required.
- Choose another wellness activity. Here you can view the options to complete your second activity.

**14. What is the time frame to have the physical/wellness exam done to get credit for the following plan year?**

You must have the physical/wellness exam between September 1 and June 30, and complete a second wellness task in the same timeframe, to be assured the wellness premium rate is in place for September 1 of the next plan year. You can still have your exam after that date, and you will receive the wellness premium whenever the claim goes through the Blue Cross Blue Shield system and both tasks have been processed.

**A reminder that in your plan, there are no restrictions on how many wellness exams you can have in a 12-month period. This means, if you had your last exam in July or August, you may have your exam prior to June 30<sup>th</sup> to guarantee receiving the premium credit by September 1. However, some physicians have their own policies regarding timing of wellness exams.**

**15. Will my exam information remain private? Will any information be reported back to my employer?**

Only the “incentive completion date” will be reported back to the A&M System for this incentive. No personal or clinical data will be shared. Neither your Human Resources office nor the System Benefits office can see when a claim is filed. They have no access to member’s claims or to their WebMD ONE account.

**16. Do I have to have my wellness exam done by Catapult? Can I have it done by my regular doctor?**

You may certainly go to your personal physician. In fact, if you have an established relationship with a doctor, consider doing that instead so he or she can continue monitoring any existing medical conditions. Or, if you don’t have a physician, Catapult can help you find one locally.