

# Southeast Dubois County School

## Wellness Benefit

May 1, 2013



You can earn an annual maximum of \$250

**SAMPLE** — All HRA Credits earned will be reimbursed to the employee for expenses incurred; examples of ways to earn credits are:

- **Health Screenings & Health Risk Assessment** \$25 (covered employee and covered spouse can earn \$25 each)
- **Fitness Program Participation** \$25 per month, minimum participation of 10 sessions per month. Includes gym, fitness center, group exercise classes & personal training by a certified instructor.
- **Fitness Activity** (example: Marathon, Half-marathon, Walk) \$15 per activity

### Self-reported Fitness Activities

- **Participation** \$15 per month, minimum of 10 sessions per month. Includes activities such as running, walking, swimming and biking.
- ✓ Track and Report your statistics. Example, how long did you run/walk? How many steps did you take? How many miles did you run/walk?
- ✓ \$125 maximum credit per year for self-reported activities.

## HOW THE PLAN WORKS!

As credits are earned by participation in the Wellness program events, money will be deposited in your Health Reimbursement Account.

Dunn & Associates will issue a check or ACH deposit to the employee to reimburse out of pocket expenses including deductible, copays and coinsurance. You must submit to Dunn & Associates a completed Wellness Claim Form to earn your credits.

### NOTE:

- ✓ Expenses must be incurred May 1, 2013 or later to be eligible for HRA reimbursement.
- ✓ Eligible expenses include amounts applied to deductible, copays and coinsurance.
- ✓ HRA money may accumulate and roll over from year to year if not used!

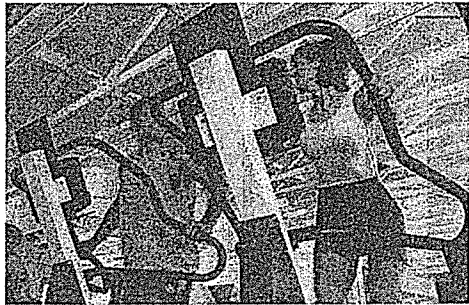
When an event is completed fill out the Wellness Benefit claim form, attach proof of participation and submit the information to Dunn & Associates.

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-OR-

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# Southeast Dubois County Schools



## Wellness Benefits You...

Effective May 1, 2013 Southeast Dubois County Schools Employee Benefit Trust will begin offering a Wellness Benefit to its employees. Coverage is at 100%, no deductible, up to a \$250 per calendar year maximum.

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### Eligibility

Covered employees are eligible on the first day of continuous service with Southeast Dubois County Schools.

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### Covered Expenses

- Weight Reduction Programs offered by organizations such as Weight Watchers® and TOPS®
- Health Club Facilities licensed to do business in the state in which they are operating
- Wellness/Exercise Programs offered by a healthcare facility (i.e. hospital) or parks and recreation department (excludes organized sport leagues)

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### Attendance Requirements

- Weight Reduction Programs  
Weekly attendance or check-ins will be required.
- Health Club Facilities and Wellness/Exercise Programs  
A minimum attendance of 10 times per month will be required.

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### Exclusions (not all inclusive)

- home exercise equipment
- bariatric banding or stapling, liposuction, abdominal reduction, body contouring procedures, any other surgeries/treatments in connection with weight loss or as a result of weight loss whether or not the surgery/treatment has been deemed to be medically necessary
- treatment for any complications resulting from non-covered weight loss surgeries and treatments
- food supplements
- organized sport league fees
- babysitting fees

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### Family Memberships:

Reimbursement will be made for the family membership if family members are covered under the health plan.

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### Obtaining Credits:

- Submit receipts to Dunn & Associates for credits consideration.
- Credits will be made by Dunn after services are rendered. No advance credits. In the case of membership fees, no more than one (1) month of fees will be reimbursable at a time and payments will be after the month is complete.
- Proof of attendance must be received before reimbursement of weight reduction programs, health club facilities, and wellness/exercise program expenses.

**NOTE:** You should consult with a physician before participating in any weight reduction program, health club facility or wellness/exercise program and keep the physician informed of progress.