



**Employer Health Assessment Participation Rates and Incentives
2005 – 2007**

Health Assessment Participation - 2005				
Type of Employer	# of Employees	# of Participants Completing the assessment	Approx. Percent	Incentive Item
Industry / Manufacturing	6354	1358	21%	<ul style="list-style-type: none"> ▪ Premium credit for health assessment completion - amount varied by plan.
Medical / Healthcare / Insurance	4000	3110	77%	<ul style="list-style-type: none"> ▪ Premium credit
Industry / Manufacturing	614	206	34%	<ul style="list-style-type: none"> ▪ \$20 gift card for each health assessment participant; plus ▪ Premium credit for program completion the following year.
Government / Municipal	4841	270	6%	<ul style="list-style-type: none"> ▪ \$10 gift certificate for health assessment completion.
Technology / Manufacturing	822	658	80%	<ul style="list-style-type: none"> ▪ Premium credit for health assessment completion (employee only) - provided an approx monthly savings of \$11 - \$25 (depending on the plan).
Government / Municipal	28700	21749	75%	<ul style="list-style-type: none"> ▪ Co-pay discount for health assessment completion - \$5.00 savings per co-pay.
Technology / Manufacturing	1008	302	30%	<ul style="list-style-type: none"> ▪ Premium discount of \$25 per year or \$25 cash for non members.
Non-profit / Social Services	1000	77	8%	<ul style="list-style-type: none"> ▪ Provided a self-care book to everyone who completes health assessment; plus ▪ Chance to win an additional prize.
School District / University / College	542	199	37%	<ul style="list-style-type: none"> ▪ \$100 cash for program (not just health assessment) completion.

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Industry / Manufacturing	645	275	43%	Health assessment completion and follow-up programs incentive: <ul style="list-style-type: none"> ▪ \$50 gift certificate for health assessment completion; and ▪ \$50 gift card for program completion.
Government / Municipal	296	122	41%	<ul style="list-style-type: none"> ▪ 2 extra PTO hours for health assessment completion.
Professional / Legal	300	74	25%	<ul style="list-style-type: none"> ▪ Starbucks gift certificate for all who complete the health assessment.
Industry / Manufacturing	225	71	32%	<ul style="list-style-type: none"> ▪ Health assessment completion - \$10 Target gift certificate.
School District / University / College	1100	133	12%	<ul style="list-style-type: none"> ▪ Raffle for a variety of low cost items.
Medical / Healthcare / Insurance	994	229	23%	<ul style="list-style-type: none"> ▪ No incentive.
Technology / Manufacturing	1185	431	36%	<ul style="list-style-type: none"> ▪ Health assessment completion - \$10 per month premium credit.
Professional / Legal	200	69	35%	Health assessment completion and follow-up programs incentive: <ul style="list-style-type: none"> ▪ \$60 credit total for health assessment; and ▪ \$60 for program completion (applies to any participant).
School District / University / College	1100	34	3%	<ul style="list-style-type: none"> ▪ Health assessment incentive (raffle). ▪ Charged employees to take the health assessment.
Airline	14000	66	0.5%	<ul style="list-style-type: none"> ▪ Health assessment incentive (raffle).

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Industry / Manufacturing	710	120	17%	<ul style="list-style-type: none"> ▪ Employees received movie tickets for completing. ▪ Had a fitness center discount prize, too.
Technology / Manufacturing	1253	1146	91%	<ul style="list-style-type: none"> ▪ Cash incentive totaling \$700+ for health assessment/program completion. ▪ Employee and spouse eligible for incentive.
Automotive Distribution / Warehouse	364	128	35%	<ul style="list-style-type: none"> ▪ \$100 added to flex plan for employee, if spouse completes, \$150 total will be added
Commercial / Retail / Distribution	2001	1639	82%	<ul style="list-style-type: none"> ▪ Premium credit for health assessment completion - \$7.50 per month for the employee plus \$7.50 for spouse
School District / University / College	1121	69	6%	<ul style="list-style-type: none"> ▪ Raffle items for those who complete the health assessment.
Technology / Manufacturing	1459	701	48%	<ul style="list-style-type: none"> ▪ \$120 for health assessment completion
Manufacturing / Distribution / Retail	2691	1095	41%	<ul style="list-style-type: none"> ▪ \$50 for health assessment completion; plus ▪ Additional \$75 health assessment incentive for those enrolled in HRA/Health saving account Plan
Trucking / Warehouse	236	45	19%	<ul style="list-style-type: none"> ▪ Premium credit for health assessment completion - \$7.00 per month for employee plus \$3.00 per month per spouse
Manufacturing / Distribution / Retail	213	55	26%	<ul style="list-style-type: none"> ▪ \$25 cash for taking the health assessment; and ▪ \$50 cash for completing a program.
Automotive / Sales / Service	270	24	9%	<ul style="list-style-type: none"> ▪ no incentive
Technology / Sales	188	117	62%	<ul style="list-style-type: none"> ▪ \$25 gift card for completing the health assessment; and ▪ \$75 gift card for completing the program.

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Type of Employer	# of Employees	# of Participants Completing the assessment	Approx. Percent	Incentive Item
Professional / Legal	330	52	16%	▪ \$15 gift certificate for completing health assessment
Financial	529	141	27%	▪ Participants earned 'wellness points' for completing health assessment.
Professional / Legal	433	199	46%	▪ \$25 cash for completing the health assessment.
Medical / Healthcare / Insurance	1053	184	17%	▪ no incentive
Environmental / Sales / Service	134	40	30%	▪ \$25 cash for completing the health assessment.
Government / Municipal	327	120	37%	▪ 2 hours 'wellness time' for full-time employees (1 hour for part-time employees)
Medical / Healthcare / Insurance	4032	2073	51%	▪ \$60 annual premium discount, \$30 cash back for non health plan members
Manufacturing / Distribution / Warehouse	8996	1045	12%	▪ \$5 per month premium discount for employees or spouses (total of \$60 annual per household), plus airline prize drawing for employees
Environmental / Sales / Service	1035	51	5%	▪ Amount TBD premium credit for health assessment and program completion
Government / Municipal	29712	21729	73%	▪ \$5 copay savings per office visit for the entire family
Trucking / Warehouse	538	317	59%	▪ \$10 - \$20 savings per month on premium depending upon if both ee and spouse complete the health assessment
Technology / Manufacturing	1059	472	45%	▪ \$100 annual premium credit (\$25 per quarter), paid as a bonus to non health plan members
Technology / Manufacturing	802	636	79%	▪ Premium discount for employees, amount varies by plan type, but will be more than \$100

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Type of Employer	# of Employees	# of Participants Completing the assessment	Approx. Percent	Incentive Item
Medical / Healthcare / Insurance	9485	2022	21%	<ul style="list-style-type: none"> \$25 gas card for health assessment completion (member ees only). Employer Group reopened the health assessment and the new end date is 2/23/07.
Medical / Healthcare / Insurance	102	84	82%	<ul style="list-style-type: none"> Health assessment completion is mandatory to qualify for health plan benefits. Employer Group reopened the health assessment and the new end date is 2/27/07.
Medical / Healthcare / Insurance	487	188	39%	<ul style="list-style-type: none"> Water bottle for health assessment completion. \$20 gift card for program completion.
Technology / Manufacturing	1360	1182	87%	<ul style="list-style-type: none"> Big cash incentive totaling \$700+ for health assessment/program completion. Employee and spouse eligible for incentive.
Trucking / Warehouse / Distribution	1711	452	26%	<ul style="list-style-type: none"> Group to offer PTO for both health assessment and program completion
Manufacturing / Distribution / Retail	3040	344	11%	<ul style="list-style-type: none"> \$25 gift certificate for health assessment completion; and \$50 gift certificate for program completion.
Trucking / Warehouse	153	58	38%	<ul style="list-style-type: none"> Group offered \$20/month incentive paid as a rebate/reduction to the participants monthly health insurance contribution
Technology / Manufacturing	258	123	48%	<ul style="list-style-type: none"> Incentives will be given to all participants who complete their entire individual program – two months of paid medical premiums equivalent to Employee Coverage per eligible employee. In addition, at the program's conclusion, we will be offering one GRAND PRIZE to an employee who completes their entire program. A drawing will be held to select that grand prize winner (prize details to be announced at a later date).
Medical / Healthcare / Insurance	175	148	85%	<ul style="list-style-type: none"> "25% participation rate Team will receive a \$25 gift card; 50% participation rate Team will receive a \$50 gift card; and 75-100% participation rate Team will receive a \$75 gift card"

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Type of Employer	# of Employees	# of Participants Completing the assessment	Approx. Percent	Incentive Item
Construction / Real Estate	482	168	35%	<ul style="list-style-type: none"> ▪ "Living Well and Earning Rewards - For participating in the Screening and Health Risk Assessment participant received 20,000 points that can be redeemed for Merchandise.
Manufacturing / Distribution / Retail	534	101	19%	<ul style="list-style-type: none"> ▪ Varies based upon points gained through their corporate wellness program.
Financial	383	180	47%	<ul style="list-style-type: none"> ▪ As part of the 2007 healthy living initiative, employees earned points to receive a cash incentive on a quarterly basis up to \$80. ▪ To obtain the cash incentive for the 2nd Quarter of 2007, employee must complete the online Health Risk Assessment in May 2007.
Industry / Manufacturing	577	160	28%	<ul style="list-style-type: none"> ▪ All employees that complete the health assessment will be eligible for a \$25 AMEX gift card
Environmental Engineering	339	31	9%	<ul style="list-style-type: none"> ▪ Employees that take the HRA will be entered into a drawing for one of 3 gift cards (each \$50 in value)
Printing / Manufacturing	266	38	14%	<ul style="list-style-type: none"> ▪ Employees who complete the health assessment will receive a practical, easy-to-use, Stop and Go Fast Food Nutrition Guide.
Professional Sports / Sports Management	190	161	85%	<ul style="list-style-type: none"> ▪ If both the employee and covered spouse, if applicable, complete the health assessment, the employee will be eligible for the discounted medical premiums. DISCOUNTED RATES per month - Employee only coverage \$88; Employee +1 \$190; and Family \$270. [Non-discounted rates per month for those who do not complete the HRA: Employee \$102; Employee +1 \$214; Family \$326.]
Financial	1394	235	17%	<ul style="list-style-type: none"> ▪ Complete health assessment and be entered to win a Mayo Clinic Guide to Self-Care book.

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Industry / Manufacturing	9197	2148	23%	<ul style="list-style-type: none"> ▪ Employees or spouses who complete the health assessment by November 2nd will receive a discount off their 2008 health care contributions of \$150 per year.
Commercial / Retail	2077	1480	72%	<ul style="list-style-type: none"> ▪ As a reward for participating, employees that complete the health assessment received a \$7.50 per month reduction in the 2008 premium rates for “single coverage” or “employee plus children” coverage. ▪ Employees that have selected family coverage and complete the health assessment received a \$7.50 per month reduction in the 2008 premium rates and will receive another \$7.50 per month reduction if their covered spouse also completes the health assessment (up to a total of \$15.00 per month).
Agricultural / Research	279	49	18%	<ul style="list-style-type: none"> ▪ No incentive
Government / Municipal	530	90	17%	<ul style="list-style-type: none"> ▪ Incentive not known
Government / Municipal	30,500	19081	63%	<ul style="list-style-type: none"> ▪ If agree to a follow-up call by a health coach, you and your covered family members will receive the lower office visit copay in your clinic cost level in 2008. If you don't make the deadline, and agree to a follow-up call by a health coach, your copay will cost the extra \$5 per visit in 2008. Opt in question.
Medical / Healthcare / Insurance	1604	366	23%	<ul style="list-style-type: none"> ▪ By completing the health assessment, employer will deposit an additional \$120 into your CMM/VEBA account.
Financial	11,200	4131	37%	<ul style="list-style-type: none"> ▪ Premium reduction for completing the health assessment.

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