



# Healthy Emory Well-being Program

## Frequently Asked Questions

### What is Healthy Emory?

The Healthy Emory initiative was established to improve employee health and well-being in key well-being areas such as physical activity, nutrition, sleep, community, stress management, and tobacco avoidance.

The mission of Healthy Emory and the Healthy Emory Well-being Team is to create and encourage individual awareness, support individuals to act related to their health, optimize accessibility, and reflect a commitment to health and well-being. With that in mind, we develop well-being programs that encourage and support all aspects of well-being, such as physical health, balanced nutrition, stress management, sleep education, community involvement/social well-being, and more. We develop enterprise-wide well-being programs using evidence-based research and data to support and educate on positive behavior change. To encourage participation in the well-being program, we also offer medical plan well-being incentives and rewards for those who are eligible and choose to participate. We will continue to review and refine well-being programs each year based on the feedback we receive from employees, data, and analytics that highlight our successes and opportunities.

### Who is Sharecare?

Sharecare is the digital health company Emory University and Emory Healthcare has partnered with to administer the Healthy Emory Well-being program. The Sharecare platform (Healthy Emory Connect) will help you manage your wellness journey to help you live your happiest, healthiest life, and is available at no cost to you as part of your Emory University and Emory Healthcare employee benefits package. Sharecare to help you lower your health risks over time.

### How do I create my Sharecare account?

#### Emory Employees:

- Visit [healthyemory.sharecare.com](https://healthyemory.sharecare.com) and select **Register**
- Complete the required fields, including your Emory Employee ID and select **Next**
- Create your username and password and select **Next**

- Acknowledge your authorizations and select **Create Account**

#### Spouses on an Emory Medical Plan:

- Visit [healthyemory.sharecare.com](https://healthyemory.sharecare.com) and select **Register**
- Complete the required fields, enter your spouse's Emory employees ID with 01 at the end (no spaces in between) and select **Next**
- Create your username and password and select **Next**
- Acknowledge your authorizations and select **Create Account**

### Is my information in Sharecare protected?

Your privacy is ensured in compliance with the Health Insurance Portability and Accountability Act (HIPAA) of 1996. Sharecare adheres to strict security guidelines. None of your personal information will be shared with Emory University or Emory Healthcare without your permission. View the Sharecare privacy policy at [sharecare.com/terms/privacypolicy](https://sharecare.com/terms/privacypolicy).

### Eligibility

#### Who can receive the medical plan well-being incentive?

To receive medical plan well-being incentives earned throughout the program year, you must be a current employee or spouse enrolled in an Emory medical plan. You must remain employed and on an Emory medical plan or your earnings will be forfeited.

Dependents, graduate research assistants, and temporary staff are not eligible for the medical plan incentive.

*Please note: If at any time the eligible employee's benefit status changes (leave of absence, appointment change, etc.), the employee's eligibility to participate and/or receive incentives may also change.*

## Can I still participate in well-being activities if I waive Emory's medical plans?

Yes. If you are a benefit-eligible employee who waives Emory medical plans, you can still access [healthyemory.sharecare.com](http://healthyemory.sharecare.com) and participate in programs, campaigns and activities.

If you are not eligible for the medical plan well-being incentive (i.e., not enrolled in an Emory medical plan), you are still encouraged to participate and will be entered into a raffle drawing for activities completed throughout the program year. The Health and Well-being team will host quarterly raffle drawings for those employees who have chosen to waive an Emory medical plan but are still participating in Healthy Emory programs, activities, and challenges.

Emory employees who are part-time, full-time, and not on an Emory medical plan can participate in all Healthy Emory online programs and Healthy Emory live events.

## Incentives

### What is a medical plan well-being incentive, and why is it offered?

The medical plan well-being incentive is a monetary reward for completing activities throughout the program year. The incentive is to encourage employees and spouses enrolled in an Emory medical plan to participate in well-being programs. This incentive helps eligible participants learn about well-being and then take steps to improve or maintain it.

### When will I receive my incentive?

Incentives can take up to 8 weeks to be applied to your Aetna or Kaiser medical plan member portal after the activity completion.

### How will I know once my incentives have been awarded?

Once you complete an activity in Sharecare (Healthy Emory Connect), you'll see a green checkmark appear next to the completed item on your Rewards page. For activities completed outside the Sharecare App (includes DPP, Winship 5K, and the Fidelity Financial Well-being Checkup), it can take up to 8 weeks for a green checkmark to appear on your Rewards page.

You may also log into your medical plan member portal to confirm completion. The only incentive that will not appear in [healthyemory.sharecare.com](http://healthyemory.sharecare.com) is the Annual Preventive Wellness Exam (Well Adult or Well Woman). Follow the steps below to confirm completion of your medical plan incentive.

**Aetna Members:** To review completion of this incentive, visit your member portal or follow this step-by-step guide.

**Kaiser Permanente Members:** To review the completion of this incentive, visit your member portal by clicking on the appropriate link below and following the prompts or follow this step-by-step guide to review completion. If you have questions, contact Kaiser Permanente's Health Payment Services Team at 877-750-3399.

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### How do I confirm completing my Annual Preventive Wellness Exam (Well Adult or Well Woman Visit)?

The Annual Preventive Wellness Exam (Well Adult or Well Woman Visit) incentive will not appear as completed in [healthyemory.sharecare.com](http://healthyemory.sharecare.com). It will only appear as completed on your healthcare member portal.

These exams identify potential health issues in the early stages when they may be easier and less costly to treat. Early detection of medical problems, illnesses, and diseases helps your doctor provide proactive care and treatment. It is more important than ever to prioritize your health and not delay this important wellness screening. Your primary care provider can also help you coordinate what tests and vaccinations are right for you.

**Aetna Members:** To review completion of this incentive, visit your member portal or follow this step-by-step guide.

**Kaiser Permanente Members:** To review the completion of this incentive, visit your member portal by clicking on the appropriate link below and following the prompts or follow this step-by-step guide to review completion. If you have questions, contact Kaiser Permanente's Health Payment Services Team at 877-750-3399.

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Earn a \$50 Emory Medical Plan Well-being Incentive when you complete your 2025 Annual Preventive Wellness Exam (Well Adult or Well Woman Visit). Medical plan well-being incentives can take up to 8 weeks after the activity completion before the incentives are applied to your healthcare member account.

### How do I use my medical plan well-being incentives?

**Aetna HSA members:** Your medical plan well-being incentives will be processed through payroll and deposited into your HSA account. Then you may use your HSA card to pay for medical costs.

**Aetna POS members:** Your medical plan well-being incentives will populate on your Explanations of Benefits (EOB). The medical plan incentives are only available to be used after they appear on your EOB. You will get a credit toward your deductible or co-insurance. You do not have to do anything to use your incentives, they will be automatically used toward future medical costs. Medical plan incentives cannot be used for co-pays.

**Kaiser Permanente members:** Your medical plan well-being incentives will be deposited into your Health Reimbursement Arrangement (KP HRA) and can be used towards your medical and pharmacy co-pays. Learn more about the KP HRA.

### **My spouse and I are both employees at Emory and on an Emory medical plan. Who will receive the medical plan incentive?**

The primary policyholder will receive the medical plan incentive earned for both themselves and/or their spouse.

### **Can I complete the same activity more than once and earn the medical plan incentive?**

No. Employees have one opportunity to earn each rewardable activity per year.

### **Do my incentives carry over from year to year?**

Yes. Your incentives will carry over from year-to-year as long as you remain on the same medical plan or have an Aetna HSA account.

**Aetna HSA Members:** You will get a deposit into your Health Savings Account (HSA). Your medical plan well-being incentives count toward your HSA contributions. This means that if you choose to contribute the maximum amount allowable for the calendar year, you should consider all contributions provided by Emory, including incentives, to ensure you don't exceed the annual limit. The maximum you can contribute to a Health Savings Account is \$4,300 for single coverage and \$8,550 for family coverage. If you participate in a Health Savings Account, you have the option to save more towards the account. Additionally, if you should decide to move to a different medical plan, any unused funds will remain in your HSA account.

**Aetna POS Members:** You will get a credit toward your deductible or co-pay. Incentives can't be used for co-pays. If you should decide to move to a different medical plan, any unused funds will be forfeited at the end of the calendar year.

**Kaiser Permanente Members:** Your incentives will be added to your Kaiser Permanente Health Reimbursement Arrangement (KP HRA) and can be used towards your medical and pharmacy co-pays. If you move to a different medical plan, any unused funds will be forfeited at the end of the calendar year.

### **What is the deadline to complete an activity?**

All activities for all eligible employees must be completed during the program year, January 1 to November 15.

To ensure you receive your incentive or reward, please sign in to [healthyemory.sharecare.com](http://healthyemory.sharecare.com) and select **Achieve > Rewards** before November 15 to make sure your completed activities are up to date. Any activities completed after November 15, incentives and rewards will not be earned.

### **What is the Diabetes Prevention Program (DPP)?**

The Diabetes Prevention Program (DPP) is for individuals at high risk of developing diabetes. DPP is a one-year, small group program that teaches you how to eat healthy, increase physical activity, and manage stress to prevent type 2 diabetes.

To be eligible for the program, you must meet all the following criteria:

- Have a body mass index (BMI) of 25 or greater
- Not be previously diagnosed with type 1 or type 2 diabetes
- Not be pregnant

And meet at least 1 of the following:

- Have prediabetes diagnosed by a blood test
- Have a history of gestational diabetes
- Screen positive for prediabetes using the American Diabetes Association risk test

### **There are 2 phases of the DPP:**

**Core Phase:** The lifestyle change program is an initial 6-month core phase during which a minimum of 16 weekly sessions are offered.

**Post-Core Phase:** The initial 6-month phase must be followed by a second 6-month core maintenance phase during which a minimum of one session is delivered each month.

Eligibility for DPP can be assessed year-round, but registration for a cohort is only offered twice a year. To find out if you are eligible, complete the Diabetes Prevention Program (DPP) Eligibility Form. The Eligibility form will require all employees to login with their Emory Network ID and password to access. Emory Healthcare employees: this may require the use of your "n" number (for example: n#####). You will receive an email with your results within 3-4 business days.

### **Is there an incentive for completing the Diabetes Prevention Program?**

Yes! You can earn a \$100 Emory medical plan well-being incentive when you complete the Diabetes Prevention Program (DPP) Core and \$100 Emory medical plan well-being incentive when you complete the Diabetes Prevention Program Post-Core Phase. Incentives can take up to 8 weeks after the activity completion before the incentives are applied to your health plan member account.