

About the Incentives



Cover-Tek Contact Info

Phone: **1.817.329.6900**

Fax: **1.817.416.2300**

Email: Texas@cover-tek.com

Need a *Physician Results Form*?

Download it from oncorbenefits.com/ee,

Oncor Intranet at *Live Well/Benefits*, or

the Navigate Live Well site at oncorlivewell.com.

Send the completed form to Cover-Tek's fax number above.

Incentive and Funding Information

If you have incentive and/or funding questions, contact the Oncor HR Service Center at oncor.ultipro.com or **1.888.565.8803**.

OVERVIEW OF STEPS TO RECEIVE INCENTIVES FOR HSA OR HRA OPTIONS

STEP 1

The Annual Physical with Biometric Screening Incentive for You and/or Your Spouse

When you and/or your covered spouse have your annual physical, including biometric screening, at your doctor's office, take a *Physician Results Form* with you.

For you and your spouse to be eligible for a Healthy Incentive, the *Physician Results Form* must be faxed or emailed to Cover-Tek. (See contact information at the top of this page.)

If your doctor believes that a physical is not necessary this year (due to a medical condition or physician discretion), have your physician check the exemption box and sign the *Physician Results Form*. To receive the incentives, you must submit this form with the exemption.

STEP 2

A Healthy Incentive

The risk factors are shown on [page 36](#). If test results for you (or your spouse) are:

- **2 or less health risk factors**, you automatically receive the **\$500 (Employee)** and **\$250 (Spouse)** Healthy Incentive.
- **3 or more health risk factors**, you must complete a targeted health coaching program to be eligible for a Healthy Incentive.
 - The coaching programs are offered at no charge to eligible employees and spouses, and focus on nutrition and exercise.
 - If you are unable to participate in a coaching program due to medical reasons as certified by your doctor, Oncor will consider a reasonable alternative recommended by your doctor.

Annual Physical with Biometric Screening and Healthy Incentive

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ANNUAL PHYSICAL WITH BIOMETRIC SCREENING

Complete your Annual Physical with your physician and submit your *Physician Results Form* to Cover-Tek by **August 31, 2021** for funding of your incentive in late January 2022, or by **December 31, 2021** for funding in late April 2022.

If your doctor believes that a physical is not necessary this year (due to a medical condition or physician discretion), have your physician check the exemption box and sign the *Physician Results Form*. To receive the incentives, you must submit this form with the exemption.

If you are unable to participate in a coaching program due to medical reasons as certified by your doctor, Oncor will consider a reasonable alternative recommended by your doctor.

For Scott & White Health Plan Participants

For 2022 only, you will automatically receive the Healthy Incentive if you submit the *Physician Results Form* with your Annual Physical with Biometric Screening results by the timeline shown above. The Scott & White Health Plan is no longer offered as a medical option as of January 1, 2022.



Annual Physical with Biometric Screening and Healthy Incentive



HEALTHY INCENTIVES

To be eligible for a Healthy Incentive, you must meet certain healthy targets or take actions, such as participating in a health coaching program, to improve your health. The targets are determined by health risk factors based on biometric screening results.

There are two types of health risk factors: those beyond a person’s control (age, gender, and heredity) and those affected by behavior and lifestyle. Medical experts have identified five risk factors that can be affected by behavior and lifestyle as key drivers in developing certain conditions, such as heart disease, stroke, and diabetes. This chart provides more information.

Risk Factor	What It Means*	The Healthy Target
Low HDL Cholesterol	HDL cholesterol helps remove cholesterol from the arteries, so a high level of HDL is good. A low HDL cholesterol level raises your risk of heart disease.	For Men: Greater than or equal to 40 mg/dL For Women: Greater than or equal to 50 mg/dL
High Triglycerides	Triglycerides are a type of fat found in the blood, and high triglycerides increase the risk of developing heart disease.	Less than 150 mg/dL
High Blood Glucose	Also known as blood sugar, glucose is what the body uses for energy. High glucose may be a sign of diabetes and can affect kidney functions.	Less than 100 mg/dL
High Blood Pressure	Blood pressure is the force of blood pushing against the walls of your arteries as your heart pumps blood. Your heart can be damaged and develop plaque buildup if your blood pressure rises and stays high over time.	Systolic: Less than 130 mmHg Diastolic: Less than 85 mmHg
Waist Circumference	Abdominal obesity (excess fat in the stomach area) is a greater risk factor for heart disease than excess fat in other areas of the body, such as on the hips.	For Men: Less than or equal to 40 inches For Women: Less than or equal to 35 inches

* Source: National Heart, Lung, and Blood Institute