

2021 Wellness Program



Take control of your health and wellness through *Healthy Choices*, Beech-Nut's employer-sponsored wellness program through Jaeger & Flynn designed to inspire and promote employee health and well-being through continued education, awareness, and action.



WHO IS ELIGIBLE?

All benefits eligible non-union employees who are enrolled in Beech-Nut's health plan can participate.

WHY PARTICIPATE?

Your participation in this program is completely **voluntary**. However, should you participate, meet the requirements of the program, and are enrolled in Beech-Nut's health plan, **you will receive discounted health insurance premium payroll deductions for the following plan year – a possible \$600 in savings!** All participants will also gain valuable information regarding their health and well-being.

WHAT ARE THE REQUIREMENTS?

- ✓ Log on to JFA Health Connect www.jfahealthconnect.com (*new participants will have to register*)
- ✓ Complete annual physical with your primary care physician
- ✓ Submit your physician verified Health Risk Report Card (exam date must be between 11/1/2020 and 10/31/2021) or Beech-Nut will provide an on-site at Beech-Nut screening opportunity if possible.
- ✓ Complete your personal health assessment through JFA Health Connect
- ✓ Earn 5 Wellness Points by submitting acceptable proof of any combination of the following activities:

5 POINT ACTIVITIES:

- ✓ 5% improvement in weight
- ✓ 5% improvement in BMI

3 POINT ACTIVITIES:

- ✓ Health Coach or disease management engagement through BSNENY or your physician
- ✓ BSNENY community wellness program – minimum of 8 sessions must be attended
- ✓ Weight Management Program engagement of at least 3 months

2 POINT ACTIVITIES:

- ✓ Cancer Screening
- ✓ Wellness Challenge Participation
- ✓ Health Trac/Action Plan – including the Quitting Smoking (*2 points per completed program*)

1 POINT ACTIVITIES:

- | | | |
|----------------------------|---|--|
| ✓ Dental Exam and Cleaning | ✓ Volunteering in the community outside of BNN | ✓ Biometric target met - BMI, blood pressure, total cholesterol, glucose or A1C |
| ✓ Routine Eye Exam | ✓ Meet with financial advisor, nutritionist/dietitian, or mental health counselor (<i>1 point per specialist</i>) | ✓ Attesting you are a non-nicotine user when completing the PHA through JFA Health Connect |
| ✓ Workshop/Webinar | | ✓ Practice Sustainability at Home |
| ✓ Community Athletic Event | | |
| ✓ Flu shot/vaccination | | |
| ✓ Mission Health Fair | | |

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WHAT IS ACCEPTABLE PROOF?

Acceptable proof will include your name, date of service/activity, and service provided/activity. Examples include an Explanation of Benefits (EOB) from your insurance carrier, provider's note, paper bill, or receipt.

HOW CAN I SUBMIT?

Please submit proof to the JFA Wellness Department:

- **Upload:** www.jfahealthconnect.com
- **Email:** wellness@jaegerflynn.com
- **Fax:** 518-373-0121
- **Mail:** 30 Corporate Drive, Clifton Park, NY 12065

WHEN IS THE DEADLINE? 10/31/2021

All requirements must be completed & submitted to JFA by this date to qualify for the discounted health insurance payroll deductions.

WHAT IF I AM A NEW HIRE?

New hires enrolling in the BNN health plan will receive the wellness discount for the remainder of the current plan year. To continue to receive the discount in the following plan year:

- Employees hired between 1/1 – 5/31 will need to complete all requirements of the program.
- Employees hired between 6/1 – 9/30 will need to register for JFA Health Connect, complete the PHA & earn 5 Wellness points.
- Employees hired between 10/1 – 12/31 will automatically receive the discount for the remainder of the current year & the following plan year.



Let's Get Started!

FIRST TIME USERS:

Click the **"Register"** button in the New User Registration section. You will be prompted to accept the terms and conditions and to fill in the registration information.

New User Registration

Employees may register using the Company ID and Member ID found on the JFA Health Connect login flyer provided by HR.

Need additional assistance? Email or call Jaeger & Flynn Group Service Team at jfagroupservice@jaegerflynn.com or (518) 373-0069 Extension 350

[Register](#)

NEW USER REGISTRATION:

Enter your **Company ID** and **Member ID** using the format shown to the right. Enter your gender, date of birth and email address. Click **"Register"**.

You will be asked to create a unique username and password. Please save them in a secure place.

New User Registration

Complete the following information.

Company ID

Member ID

Gender ☐ Male ☐ Female

Date of Birth

e-mail address

[Register](#) [Cancel](#)

RETURNING USERS:

Logging in to your personal Benefits and Well-Being Hub is easy! Just fill in your **Username** and **Password**.

Forgot Username?

Click on the **"Forgot username"** link for assistance. **Please note:** Your Company ID and Member ID are needed to retrieve your log in details!

Forgot Password?

Click on the **"Forgot password"** link, then enter your username and hit **"Send"**. You will receive an email with a temporary password.

Returning Users

Sign in below.

Username

[Forgot username?](#)

Password

[Forgot password?](#)

[Log on](#)

CREATE A SMARTPHONE SHORTCUT ICON:

Open an internet browser on your phone or tablet and enter www.jfahealthconnect.com.

Click the browser's Options button and select **"Add to Home Screen"**. Your phone will save a shortcut icon on your home screen which will function like an app to provide easy access to Health Connect.



Need additional assistance?

Contact the JFA Group Service Team at (518) 373-0069, ext. 350 or wellness@jaegerflynn.com

Notice Regarding Wellness Program

The JFA Wellness Program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment that may ask a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood test for hyperlipidemia, diabetes risk, and coronary artery disease risk. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive for completing your routine physical exam, personal health risk assessment, and submitting your Health Status Report Card (biometric screening). Although you are not required to complete the PHA or participate in the biometric screening, only employees who do so will receive the incentive.

Additional incentives may become available for employees who participate in certain health-related activities or achieve certain health outcomes. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the JFA Wellness Department at (518)373-0069 ext 119.

The information from your PHA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks and may also be used to offer you services through the wellness program, such as opportunities to participate in wellness classes or activities. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and JFA may use aggregate information it collects to design a program based on identified health risks in the workplace, JFA will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) the Wellness and Safety team at JFA, in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact JFA's Wellness and Safety Department at (518)373-0069 ext. 119.