

SPRING 2024

Employee Wellness Screenings

The Archdiocese of St. Louis cares about you and your personal wellbeing. All benefit eligible employees may receive one Archdiocesan paid Wellness Screening through H&H Health Associates, Inc. each wellness plan year (May 1, 2023–April 30, 2024).

Eligible employees who complete the H&H Wellness Screening may receive a **\$125 Archdiocesan paid Wellness Incentive Retirement Contribution.**

For more details on eligibility, deadlines, and incentives, go to: archstl.org/hrbenefits

All test results and survey responses are held 100% confidential & HIPAA compliant by H&H Health Associates. Results are never shared with anyone other than the participant.

New Users:

Company Code = ARCHDIOCESE

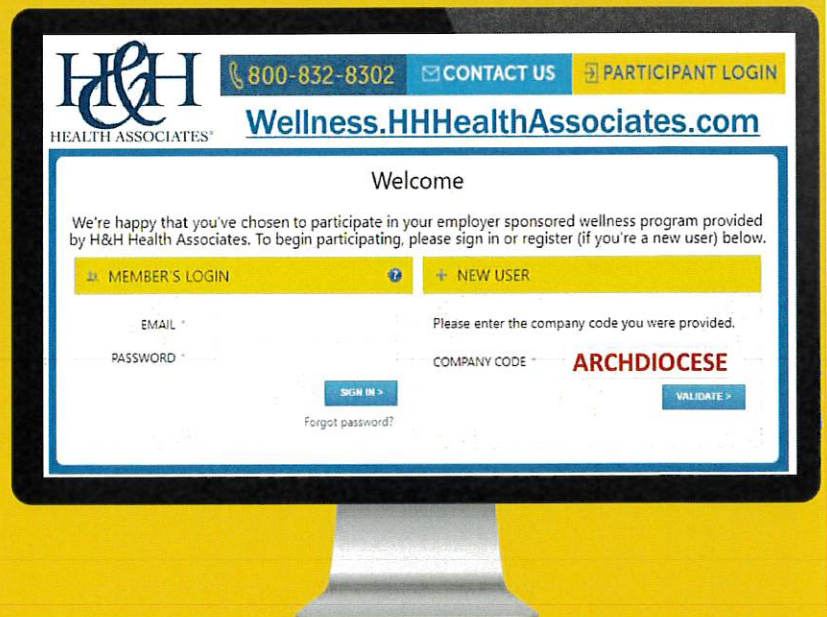
Existing Users:

Enter user name (email) & password



Scan or click
the QR Code
for quick, easy
registration

REGISTER!



Deadline to participate is April 30, 2024 for this plan year.

For registration help, or to register by phone, call H&H at 800.832.8302 (M-F, 8:30am–5:00pm CST)



Spring 2024 Archdiocesan On-Site Wellness Screening Events

Please remember to register with H&H Health Associates online or by phone (M-F, 8:30am-5pm CST) at 314.845.8302 / 800.832.8302.

Wellness Screening – General Fasting Guidelines

For optimal test results, no food 10 hours prior or follow a modified diet (avoiding sugary, fatty, and fried foods). Questions about fasting or test results, contact a nurse at H&H Health (M-F, 8:30am-5pm CST) - 800.832.8302. Fasting is not required for this screening; however, all participants are encouraged to hydrate prior to their blood draw: drinking water, diet soda, or black coffee (no cream or sugar, but artificial sweeteners are ok). No alcohol 24 hours prior and take all routine Rx medication (unless directed otherwise by your physician).

On-Site Events	Date and Location
St. Joachim 10120 Crest Road, Cadet, MO 63630	Tuesday, March 5th 7:30-9:30am – Incarnate Word Center
Christ Prince of Peace 415 Weidman Road, Manchester, MO 63011	Wednesday, March 6th 7:00-9:30am, Church Basement
St. Francis Borgia Parish 115 Cedar Street, Washington, MO 63090	Friday, March 8th 8:00-11:00am – Notre Dame Hall – Conference Room 1
Cardinal Rigali Center 20 Archbishop May Drive, Shrewsbury, MO 63119	Tuesday, March 12th 6:00-9:00am – Sr. Ebo Room
St. Louis Counseling - Union 500 Clark Avenue, Union, MO 63084	Tuesday, March 19th 8:00-10:30pm – Conference Room
St. Louis Counseling - O'Fallon 311 South Main Street, Ste.100, O'Fallon, MO 63366	Wednesday, March 20th 8:00-10:30am – Conference Room
St. Joseph - Farmington 10 N. Long Street, Farmington, MO 63640	Thursday, March 21st 7:00-10:00am – Parish Center
St. Ann of Normandy 7530 Natural Bridge Road, St. Louis, MO 63121	Friday, March 22nd 7:00-9:00am – Parish Center
St. Joseph - Cottleville 1351 Motherhead Road, St. Charles, MO 63304	Tuesday, March 26th 7:00-10:00am – Parish Hall – Main Floor

Can't participate on-site, complete your screening at an approved, walk-in clinic through April 30, 2024.
wellness.hhhealthassociates.com



Wellness Incentive Retirement Contribution (WIRC) & Investment Questions

Q. What are the current wellness plan year dates?

A. May 1, 2023 – April 30, 2024.

Q. What is the Wellness Incentive Retirement Contribution (WIRC) for the current year?

A. The amount is \$125 for the current wellness plan year.

Q. How do I know if I am currently an eligible employee for the Wellness Incentive Retirement Contribution?

A. You are a benefit eligible employee, with at least one year of service, hired on or before May 1, 2023, and you are working at least 1,000 hours annually or a teacher with a half time or more contract.

Q. If I am no longer actively employed with the Archdiocese, or no longer benefit eligible, and I previously completed the wellness program will I still receive the WIRC?

A. The Wellness Incentive Retirement Contribution (WIRC) is for active benefit eligible employees. If you are no longer an active benefit eligible employee with the Archdiocese of St. Louis at the end of the Wellness Plan year, April 30th, you will not receive the WIRC.

Q. If I am eligible and complete a wellness exam/screening, how will I receive the Wellness Incentive Retirement Contribution (WIRC)?

A. The funds will be processed in the fall of 2024 and will be automatically deposited in your Archdiocese of St. Louis employer sponsored retirement account (Empower). The contribution is in addition to your normal monthly employer percentage contribution.

Q. How will the Wellness Incentive Retirement Contribution (WIRC) be invested?

A. If you have designated an investment allocation, then the contribution will be invested according to your designated investment election. If you do not have a designated investment allocation, then the contribution will be invested in the default fund. You can adjust your investment funds at any time.

Q. If I participate in both the voluntary and employer retirement account, can I designate which account to deposit the Wellness Incentive Retirement Contribution (WIRC)?

A. No. The WIRC will be deposited as an employer retirement account contribution.

Q. Can I get the Wellness Incentive Retirement Contribution (WIRC) in cash instead of being deposited in the lay employer retirement account?

A. No. The WIRC can only be received as a contribution to your lay employer 403(b) retirement account.

Q. Can I opt out of receiving the Wellness Incentive Retirement contribution (WIRC)?

A. Yes

Q. Once the Wellness Incentive Retirement Contribution (WIRC) is deposited in my employer retirement account, can I request a distribution of the amount?

A. Yes, however, you must be eligible for a distributable event (Distribution/In-Service Withdrawal) as defined in the Plan Document.

Q. Will a vesting schedule apply to the Wellness Incentive Retirement Contribution (WIRC)?

A. No, as with all Contributions to the 403(b)-retirement plan, the contribution will be 100% vested immediately.

The Health Insurance Plan

Q. Can I get the employee wellness screening if I am benefit eligible but not enrolled in the UnitedHealthcare (UHC) Premier or Standard Plan?

A. Yes. The benefit of the exam/screening is to identify health risk factors early to be engaged in good health practices.

Q. Do I need to have the wellness exam/screening to be in the UHC Premier Plan?

A. No. There is no longer a wellness prerequisite for the UHC Premier Plan, whether or not you had a wellness exam/screening. You may participate in either the UHC Standard or Premier Plan.

Q. If I receive a serious diagnosis, will you terminate my health insurance plan?

A. No. Your health insurance continues, and we have no knowledge of any diagnosis. We only want to encourage all participants to receive a wellness screening and to be engaged in good health practices.

Wellness Screening Questions

Q. If I am a benefit eligible employee and have less than one year of service (hired after May 1st) can I still receive the H&H Employee Wellness Screening?

A. Yes, a benefit eligible employee with less than one year of service can still receive the H&H Employee Wellness Screening.

Q. If I am an Archdiocesan priest, brother, or sister may I receive the H&H Employee Wellness Screening?

A. Religious priests, brothers, and sisters are eligible for an annual Archdiocesan paid H&H wellness screening; however, they are not eligible to receive the Wellness Incentive Retirement Contribution.

Q. Can I get the health screening any time during the wellness plan year or just in September and March?

A. For your convenience, you can get the screening anytime during the plan year between May 1st and April 30th. The screening must be scheduled through H&H Health Associates (314.845.8302) or online at <http://wellness.hhhealthassociates.com>. You will be directed to an H&H approved lab close to your home or work. The Archdiocese will sponsor onsite H&H Health screenings at multiple locations during the fall and spring each year, if feasible.

Q. Will the health results of my exam/screening be sent to the Archdiocese or my employer?

A. No. Individual health data will not be shared with your employer, the Archdiocese, our insurance provider, or any other entity. The alternative health screening is being conducted by H&H Health Associates or an H&H approved lab and will be managed in a completely confidential, HIPAA compliant manner.

Q. Does the physician who conducts my wellness exam have to be my primary care physician?

A. No. Any physician you choose, who meets the definition of a physician under the UHC health plan, can conduct your wellness exam.

Q. Does the annual wellness exam require an employee copayment or coinsurance?

A. The Wellness Screening provided by H&H does not require a copayment or coinsurance; however, if you have a wellness exam and blood screening done through your primary care doctor, there may be copayments or coinsurance applied to portions of that visit and testing through UHC.

Q. If I do not complete the wellness screening for the current wellness plan year, do I need to do anything?

A. No.

Q. If I get the employee wellness screening during the current wellness plan year, do I need to complete the Physician Wellness form?

A. No. A Physician Wellness form is not required if you receive your employee wellness screening through H&H Health Associates.

Q. Can my spouse/child participate in the employer paid H&H wellness screening?

A. No. The H&H screening is a benefit provided to employees only. Your spouse/child may see the physician for a wellness exam, as the UHC plan typically covers preventive services.

Q. If I fail to have a wellness exam/screening prior to April 30, can I ask for extra time?

A. No. You have a full wellness plan year notice, from May 1st to April 30th to complete the wellness screening. Extra time allowances will not be granted due to administrative requirements.

Q. May I receive both an annual wellness exam from a physician and a health screening from H&H Health Associates?

A. Yes. The two covered preventive actions are not mutually exclusive.

Q. Should I get an H&H screening in lieu of an annual wellness exam by a physician?

A. While the H&H screening is a good wellness tool, it does not take the place of a relationship with a primary care physician. We strongly encourage you to develop a physician/patient relationship to enhance your quality of life and get a full picture of your health.

Q. What is the H&H Comprehensive Wellness Screening scope of testing?

A. The comprehensive Wellness Screening panel from H&H Health Associates looks at a wide array of different diseases/illnesses, including diabetes, kidney function, nerve conduction & muscle contraction, heart rhythm, bone health, cellular repair, fluid balance, damage to bones/liver/heart, iron reserves & saturation, heart disease risk, thyroid function, immune system disorders, anemia, clotting ability, infections, etc.

Q. What are the tests included in the H&H Employee Wellness Screening?

A. Below is a full listing of all test results...

Triglycerides	Sodium	White Blood Cell Count	Basophils
Total Cholesterol	Potassium	Red Blood Cell Count	TSH
HDL Cholesterol	Chloride	Hemoglobin	Hemoglobin A1C
LDL Cholesterol	Carbon Dioxide	Hematocrit	Bilirubin Direct
VLDL Cholesterol	Calcium	MCV	UIBC
Cholesterol Ratio	Protein	MCH	Neuts (Absolute)
Total Iron	Albumin	MCHC	Lymphs (Absolute)
TIBC	Globulin	RDW	Eos (Absolute)
Iron Saturation	Albumin/Globulin Ratio	Platelet Count	Baso (Absolute)
Glucose	Bilirubin Total	Neutrophils	Mono (Absolute)
BUN	Alkaline Phosphate	Lymphocytes	PSA (if Male, 50+)
Creatinine	AST (SGOT)	Monocytes	
BUN/Creatinine Ratio	ALT (SGPT)	Eosinophils	

Q. If I miss the spring or fall Archdiocesan Wellness Events, how can I get an H&H Employee Wellness Screening?

A. H&H Employee Wellness Screenings are available at over 1,600+ walk-in clinics nationally. Please contact H&H directly at **800.832.8302** or wellness.hhhealthassociates.com

On average, 25% of any population screened are considered "High Risk", meaning the individual is either completely unaware of a chronic illness/disease, or they are aware of a condition, but it is not under adequate control.

Important: This guide's Frequently Asked Questions and Description is intended to give you an overview of the Wellness Incentive Plan offered by the Archdiocese of St. Louis. Any of the benefit plans offered by the Archdiocese of St. Louis may be amended, revoked, suspended, or terminated at the Archdiocese's sole discretion at any time.