2027 FEHB Wellness Incentive Package

Working It Out
...to earn incentives

Wellness INCENTIVE PACKAGE INCLUDED WITH HEALTH PLAN ENROLLMENT.*

Federal Employees and Annuitants

The 2027 FEHB Wellness Incentive Package is focused on improving the health of you and your family with the opportunity to earn cash incentives on your outcomes.

CASH incentives are paid quarterly during the benefit year. See details on following pages!

TakeCare's FEHB wellness incentive package aims to provide additional benefits that are not part of the Federal Employee Health Benefit Plan ("FEHBP"). The package includes Executive Check-Up coverage, cash incentive options to achieve a better and healthier lifestyle through incentives, and other health related discounts and programs*.

*Stand-alone Fitness Partner Membership available separately. See separate flyer.

For more information, call (671) 647-3526 to speak with a TakeCare representative.

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FEHB TCSUPWELLAPP_10212026

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Get more opportunities to earn cash incentives and earn more when you complete your screenings at FHP Health Center. The program encourages and incentivizes members to complete certain preventive services that provide a proactive approach in ensuring potential chronic conditions are identified at an early stage to be addressed and managed through available TakeCare case management programs and intervention.

TakeCare℠ Wellness Center — A TanHoldings Company

FHP® — A TanHoldings Company

PART I – Outpatient Executive Check Up

- Services are covered at participating providers in the Philippines up to but not exceeding Php 20,725 per member per plan year.
- Services needs to be prior coordinated and scheduled with TakeCare.
- Benefit is not convertible to cash if unused during a benefit period and cannot be applied towards other services.
- This benefit is not eligible for travel and/or airfare benefit.
- Call TakeCare Customer Service to schedule an appointment.

PART II – Health Management Incentive Plan (Maximum Incentive: $250 per individual/$500 per family)

CRITERIA/REQUIREMENT		
Preventive	If Completed at **FHP Health Center**	If Completed within **TakeCare's Participating Network**
Completion of Personify Health Check by eligible members 18 years and older once per benefit year.	$5	
Completion of a Biometric Screening through a TakeCare participating primary care provider or TakeCare's Wellness team by eligible members 18 years and older once per benefit year.	$5	
Completion of an Annual Physical Exam through a TakeCare participating primary care provider once per benefit year.	$50	$25
Completion of an Annual Physical Exam and Colorectal Cancer Screening for eligible members between 45 to 75 years of age with any of the following services: colonoscopy, sigmoidoscopy and fecal occult blood test once per benefit year as part of the annual physical exam through TakeCare's participating primary care provider.	$25	$10
Completion of an Annual Physical Exam, Breast Cancer Screening and Screening Mammogram for eligible female members between 35 to 74 years of age as part of the annual physical exam throughTakeCare's participating primary care provider.	$25	$10
Completion of an Annual Physical Exam, Cervical Cancer Screening and Pap Smear for eligible female members between 21 to 65 years of age as part of the annual physical examthrough TakeCare's participating primary care provider.	$25	$10
Administration of flu vaccines for eligible members between 18 to 64 years old once per benefit year.	$10	$5
Completion of an Annual Dental Exam through a TakeCare participating dentist.	$10	$5
Completion of an Annual Vision Exam through a TakeCare participating optometrist.	$10	$5
Completion of a Pre-natal Visit with a TakeCare participating Obstetrician Gynecologist within the first trimester and member needs to provide documentation and proof of pre-natal visit to TakeCare.	Not Applicable	$10
Completion of Postpartum visit on or between 7 and 84 days after delivery, member must provide documentation.	Not Applicable	$10
Achieve an HbA1c result of less than 8.0% at the end on the benefit period for members diagnosed with diabetes (Type 2).	$10	Not Applicable
Achieving a 75% medication adherence to any one of the following – antidiabetic, antihypertensive, antihyperlipidemic or asthma medication in a benefit year for eligible patients/members diagnosed with diabetes, hypertension, dyslipidemia and asthma (respectively) as prescribed by a TakeCare participating primary care provider.	$10 at the pharmacy located at FHP	$10
Completion of TakeCare's Wellness Program: Disease Management, DSMES, or Nutrition Consultation/Education	$25 per program up to $50 maximum per member per benefit year	N/A

PART III – Outcome-based Incentive Plan (Maximum Incentive: $350 per individual/$700 per family for Part III & IV)

CRITERIA/REQUIREMENT	MEMBER INCENTIVE
Sustained BP below 140/90. For members with Hypertension who completed the Disease Management or Diabetes Self-Management Education and Support Program.	Initial Screening - $100 Final Screening - $100
10% improvement or sustained LDL-C below 100 mg/dl or Triglycerides below 150 mg/dl. For members with hyperlipidemia who completed the Disease Management or Diabetes Self-Management Education and Support Program.	Initial Screening - $100 Final Screening - $100
10% improvement or sustained HbA1c of 7% or lower. For members with Diabetes who completed the Disease Management or Diabetes Self-Management Education and Support Program.	Initial Screening - $100 Final Screening - $100

Diagnosed before enrolling in the program. Initial and final screenings at least 3 months apart within the same benefit period. Completed by TakeCare's Wellness Team, or primary care provider. Submit results to tc.incentives@takecareasia.com.

PART IV – Fitness Incentive Plan (Maximum Incentive: $350 per individual/$700 per family for Part III & IV)

CRITERIA/REQUIREMENT	MEMBER INCENTIVE
MEET ONE GOAL TO QUALIFY **Body Fat**: Improve 10%, or stay in healthy range **Waist**: Lose 2", or stay under 40" (men) / 35" (women) **BMI**: Improve 2 points, or stay at 18.5-24.9 HEALTHY BODY FAT RANGE **Age** / **Men** / **Women**: 20-39: 8 - 20.9% / 21 - 32.9%; 40-59: 11 - 22.9% / 23 - 34.9%; 60-79: 13 - 24.9% / 25 - 37% Screening with TakeCare's Wellness Team (EVOLT 360). Initial and Final screening at least 3 months apart, within the same benefit period. Submit results to tc.incentives@takecareasia.com.	Initial Screening - $100 Final Screening - $100
Completion of ten (10) visits every month by eligible member to any TakeCare's participating gym/fitness partner, group fitness classes, and self-reported fitness activities. ***Health Check must be completed for this incentive to be paid.** *Within the same benefit period. To avail of this incentive, you must select a gym or "self-report". CHARLES KING FITNESS CENTER · CORAL REEF FITNESS CENTER · TakeCare's Group Fitness Program · Self-Reporting	$10 per month for every month that member had ten (10) visits or more

PART V – Added Value Services

- **Up to $600 OFF** on Lasik surgery at Island Eye Center
- **10% OFF** teeth whitening at FHP Dental Center
- **5% OFF** on Over The Counter products at all MegaDrug Pharmacies **when purchased $10 or more**
- **10% OFF** on Non-prescription Eyewear and Over The Counter products at FHP Vision Center[1]
- **10% OFF** Facials, Massage, and Waxes at Island Skin Spa
- **5% OFF** on All Services at H20 Spa Guam[1]
- **30% OFF** on ALL Services at Spa Ayualam[1]
- **5% off the following Natural Ginger Spa[1] – Signature Treatments:**
  - Deep Tissue Massage · Couples Massage · Fresh Ginger Food Care · Warm Stone Massage
  - Holistic Full Body Massage · Ginger Herbal Scalp Treatment · Pregnancy Massage
  - Lymphatic Drainage Massage · Trigger Point Massage · Ginger Oil Body Massage
- **10% Off Holistic Health Coaching**–Private and Group Programs at Ina Wellness Center[1]
- **IGNITE JUICE BAR - 15% off** on 5 days or more on Cleanse Program, **10% off** on any (one) 1 item from the menu/transaction
- **FIT FOR YOU GUAM - discount on 4 week Meal Program**

[1] RESTRICTIONS APPLY: Cannot be combined with any other offer,promotions, or discount. List of participating service partners subject to change.

PART VI – Enrollment

- Automatically included when enrolled in TakeCare High, Standard, or HDHP Option for 2027
- Enrollment lock in
  - No disenrollment is allowed within the benefit year, unless no longer eligible for health plan option
- Enrollment Outside Open Season
  - For newly eligible federal employees and their dependents, enrollment in the Supplemental Wellness Package is automatic during the year, outside of Open Season, as long as enrollment takes place within 60 days of becoming eligible.
- Package benefits are effective **January 1, 2027** to **December 31, 2027**

- **Wellness and Preventive Incentives**
  - Health Check, Wellness Programs and Disease Management programs must be completed and done through TakeCare to be eligible for these incentives.
  - Members need to be enrolled under the plan for three (3) continuous months within the benefit period and an active member at the end of the benefit period to be eligible.
  - Incentives are covered under the member's primary plan for members enrolled under multiple TakeCare plans.
  - The member is responsible to submit a valid proof and documentation for incentives related to any reportable criteria and payments for these incentives are subject to the review and approval of TakeCare.
  - If TakeCare is not the member's primary insurance, the member is required to submit proof or documentation of completion of any preventive or screening related services.
  - Please refer to TakeCare's related policy and procedures on incentives.

- **Fitness and Outcome Based Incentives**
  - For eligible members 18 years old and older
  - To be eligible, members need to be enrolled under the plan for three (3) continuous months within the benefit period and an active member at the end of the benefit period.
  - **Health Check must be completed within the same benefit period of the fitness incentive payout.**
  - Incentives are covered under the member's primary plan for members enrolled under multiple TakeCare plans having incentive programs.
  - All initial/baseline and improvement result measurement for the outcome based incentives are evaluated and calculated every three (3) month within the member's current benefit year. These measurement may be completed by the member's primary care provider, TakeCare's Wellness Team or TakeCare fitness partners and will need to be submitted by the member to TakeCare.
  - The member is responsible to submit a valid proof and documentation for incentives related to any reportable criteria and payments for these incentives are subject to the review and approval of TakeCare.

2027 Non-FEHB Supplemental Wellness Package

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