

# Employer Incentives – PREVENTIVE Exam Pandemic Modification Options

## Option 1 CURRENT PLAN



ACTION

REWARD(S)

No change

No change

## Option 2 APPOINTMENT ATTEMPT



ACTION

REWARD(S)

Completed Exam

No change

OR

OR

Appointment  
Cancellation

Provide written proof  
of provider  
appointment  
cancellation

Consider integration of this Option with Options 3 and/or 4.

## Option 3 LOOK BACK PERIOD



ACTION

REWARD(S)

Completed Exam

No change

OR

OR

Completed Exam in  
last 24 months

Follow the same  
procedure for proof of  
Exam completion

Consider integration of this Option with Options 2 and/or 4.

## Option 4 ALTERNATIVE



ACTION

REWARD(S)

Completed Exam

No change

OR

Complete Alternative  
Activity (e.g. HRA)

Receive same reward  
as completion of Exam

Consider integration of this Option with Options 2 and/or 3.

## Option 5 WAIVE REQUIREMENT



ACTION

REWARD(S)

Exam Waived

Eligible participants  
receive reward  
regardless of status of  
Exam completion.

Employee Owned



# Employer Incentives – PREVENTIVE Exam Pandemic Modification Options

## Option 1 CURRENT PLAN

This option **does not account** for the overextension of the health care system during the COVID-19 pandemic and the impact on preventive care Exams such as:

- Exam cancellations
- Exam re-schedule delays
- Inability of ee's to meet action deadlines

**Employers attempting the use of this option should consider:**

- Organizational culture impact
- Wellness program impact
- Legal complications (See link below.)

[https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html)

## Option 2 APPOINTMENT ATTEMPT

This is a program modification option. Certain considerations should be made prior to adopting this option. See link below for further support data:

- What is the company's geographic footprint?
- How has COVID-19 impacted these footprints (same, different?)
- What/When were local, state, federal mandates applied?

<https://covidtracking.com/>

Consider integration of this Option with Options 3 and/or 4.

## Option 3 LOOK BACK PERIOD

Employers with one or more of the following capabilities may elect to use a **"look back period"** and give credit for a previously completed preventive Exam within the last 24 months:

- Historical program data of previous preventive Exam completion
- Use of historical preventive Exam claims data (self-funded employers)

Since the COVID-19 pandemic continues to overload the health care system, employers should use caution in asking participants to obtain "look back" documentation from their provider.

Consider integration of this Option with Options 2 and/or 4.

## Option 4 ALTERNATIVE

Employers may elect to provide eligible participants with an **alternative option** to completion of a preventive Exam for this program year. List of potential options:

- Complete a health risk assessment
- Participate in a virtual wellness session (e.g. physical activity, nutrition, stress management)
- Complete a financial wellness training session
- Participate in a company-sponsored virtual health challenge

**All program modifications must be compliant with all applicable rules & laws.**

Consider integration of this Option with Options 2 and/or 3.

## Option 5 WAIVER

Employers may elect to allow those who submitted proof of Exam completion prior to the implementation of the waiver to:

- Apply the preventive Exam completion to the next program year.
- Allow use of the Exam completion towards credit of another existing incentive program action item.

Employee Owned



Benefit Services