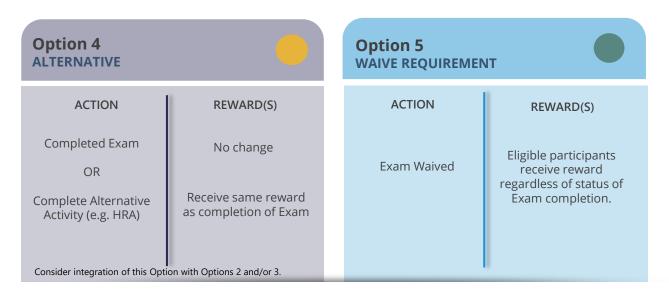
# **Employer Incentives - PREVENTIVE Exam Pandemic Modification Options**







# **Employer Incentives - PREVENTIVE Exam Pandemic Modification Options**

#### Option 1 CURRENT PLAN



#### Option 2 APPOINTMENT ATTEMPT



## Option 3 LOOK BACK PERIOD



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

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?

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 (selffunded 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.

#### https://covidtracking.com/

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

## Option 4 ALTERNATIVE



WAIVER

**Option 5** 



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.

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.

