

# GETTING HEALTHY HAS ITS **REWARD\$**

ANNOUNCING A-HIP, OUR ASSOCIATE  
HEALTH IMPROVEMENT PROGRAM

See How You Can Earn Up to \$1,000

**Montefiore**  
To Your Health!

# GET HIP TO A-HIP

## USE THIS ONE-OF-A-KIND PROGRAM TO GET HEALTHY AND GET PAID FOR IT

Getting healthier may be its own reward, but a little financial incentive doesn't hurt.

TO YOUR HEALTH\* is excited to introduce you to the Associate Health Improvement Program, or as we like to call it, A-HIP.

Now, not only can you feel better and improve your overall health, you'll also get paid for all your hard work.

That's why this program tracks your improvement in four verifiable biometric areas, body mass index (BMI), LDL cholesterol, blood pressure (SBP) and blood glucose (A1c). You'll submit your baseline lab values from any one of three different sources (see step 2). Then, you'll start your move to healthier values. Every time you move from a higher risk zone to a lower one in one of the four biometric areas below, you earn \$100. Do it in all four biometric areas and you can earn up to \$1,000.



### ALREADY HEALTHY? YOU CAN STILL MAKE A GRAND.

Every associate is eligible for screening of their biometric measures. For those who are already in the low-risk range, there are still great chances to get paid. Participate in the Healthy Habits Raffle Campaign and you'll be entered to win \$1,000 each quarter. Visit [Mymontebenefits.com](http://Mymontebenefits.com) for more information.

### GO FOR THE GREEN

#### BIOMETRIC MEASURES

	BMI Body Mass Index Height/Weight Ratio	LDL Blood Cholesterol	SBP Systolic Blood Pressure	A1c Blood Sugar
			● 160 and up	● 8.0 and up
\$100	● 30 and up	● 160 mg/dL and up	● 140-159	● 6.5-7.9
\$100	● 25-29.9	● 130-159 mg/dL and up	● 120-139	● 5.7-6.4
\$100	● 18.5-24.9	● 129 mg/dL and under	● 119 and under	● Under 5.7
\$100	● 17.5-18.4			

RISK ZONE

● Low Risk    ● Moderate Risk    ● High Risk    ● Very High Risk

\*TO YOUR HEALTH's mission is recognizing that Montefiore's most valued asset is a healthy, caring and committed workforce, and that in caring for others, we also need to care for ourselves. TO YOUR HEALTH aims to promote a worksite culture that supports the physical and mental well-being of our associates and encourages them to make healthy lifestyle choices.



## WHY THESE VALUES?

BIOMETRIC MEASURE	DEFINITION	SIGNIFICANCE
 BMI (Body Mass Index)	Measures height to weight ratio	Assesses risk or progression of obesity
 LDL (Low Density Lipoprotein)	Measures “bad” cholesterol in bloodstream	Assesses risk or progression of high cholesterol
 SBP (systolic blood pressure)	Measures systolic blood pressure	Assesses risk or progression of hypertension
 A1c (blood sugar)	Measures glucose in the blood	Assesses risk or progression of diabetes

## GET WITH THE PROGRAM

### Step 1: Read the guidelines.

#### GUIDELINES

- An associate must have lab values outside the low risk range to participate
- Baseline lab results cannot be older than six months from the submission date
- Baseline & updated lab values can be submitted to US Wellness anytime throughout the year (see page 4)
- Actual lab results MUST accompany the completed US Wellness Physician Form
- Each external lab submitted will take 30 to 60 days for processing; results from an on-site Associate Wellness screening will automatically be uploaded to the US Wellness portal and Montefiore Wellness portal.



**Step 2: Find your baseline risk zone and submit to US Wellness.**

There's a few ways this can be done:

- Request a copy of your last laboratory results (within the last six months) from your physician and submit that along with the Physician Form to:

- a. [US Wellness portal](#)
- b. Fax to **914-378-6053**

OR

- Contact Occupational Health Services (OHS, P: 718-920-5406) for your Annual Assessment or New Hire Assessment laboratory results (within the last six months) and submit with the Physician Form to:

- a. [US Wellness Portal](#)
- b. Fax to **914-378-6053**

OR

- Sign up for a Montefiore Biometric Screening, happening each quarter at multiple sites across the Bronx and Westchester County. The screening results will be automatically uploaded to the Montefiore Wellness portal. On-site screenings take only 15 minutes.

- a. To view the screening schedule and sign up, visit the [US Wellness portal](#)

**Step 3: Make your move.**

Go to the Montefiore Wellness Portal, [www.toyourhealth.montefiore.org](http://www.toyourhealth.montefiore.org). Here you'll be able to make sure your data was uploaded correctly, track your progress and review wellness resources. For log-in assistance, call **1-888-252-8150**.

**Step 4: Plug into healthy resources.**

Refer to the resources on page 6 for programs you can access that will help you reduce your BMI, blood glucose, blood pressure and/or cholesterol.

**Step 5: Re-check your baseline.**

When you think you've made healthy improvements, take another assessment at your physician's office, at OHS, or during one of the Associate Wellness screenings (automatic upload). Submit all results outside of the screenings to:

- a. [US Wellness portal](#)
- b. Fax to **914-378-6053**

**Step 6: Check for your rewards.**

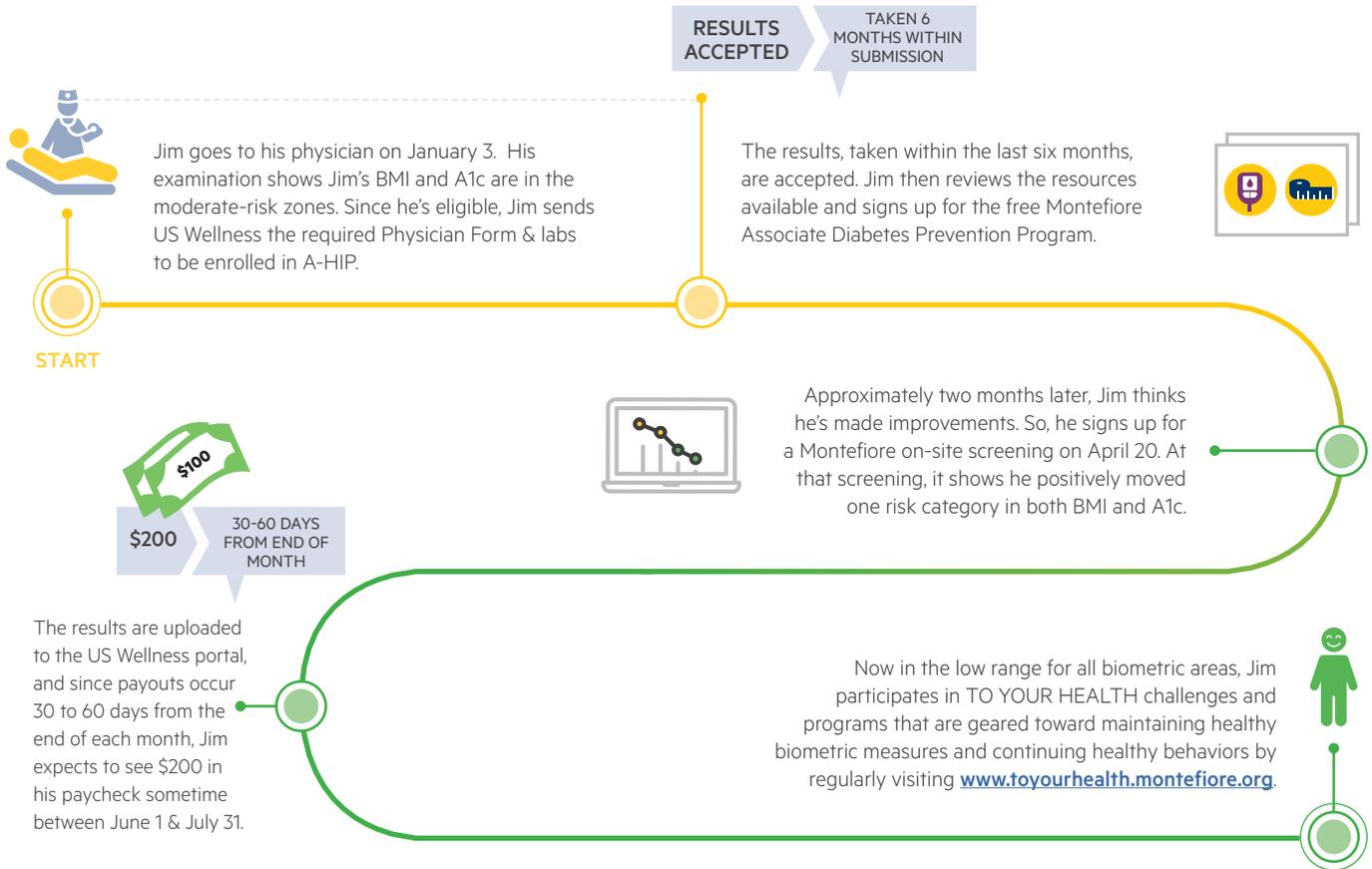
Keep an eye on your paycheck for your reward dollars. Payouts will show up four to eight weeks after the updated lab value is submitted.

**Check out the next page to see an example of how the program works.** ➡

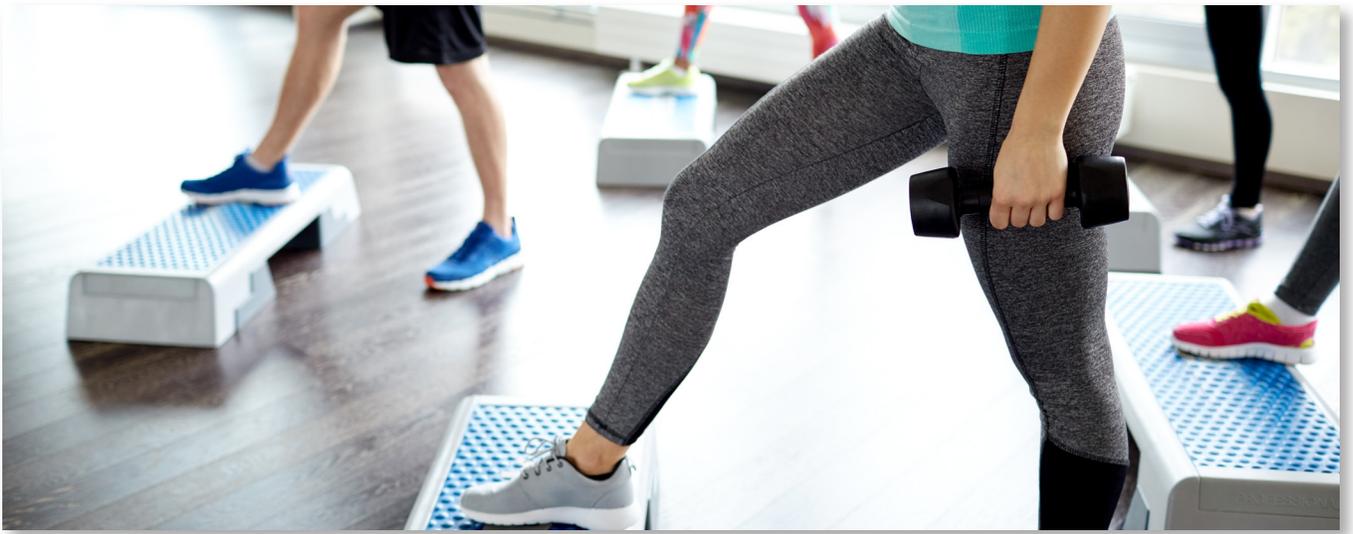


**TAKE A LOOK AT THIS EXAMPLE TO SEE HOW A-HIP COULD WORK FOR YOU.**

**Jim\* wants to reduce his risk for diabetes and increase his health rewards. Win-win!**



*\*For illustration purposes only*



## USE THE HEALTHY RESOURCES AT YOUR DISPOSAL

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To assist you in your participation, here are some FREE or discounted resources. These resources and programs are available for ALL associates as support both during and after A-HIP participation.

### MONTEFIORE TO YOUR HEALTH ASSOCIATE WELLNESS PORTAL

The Wellness Portal is open to ALL Montefiore associates and contains an assortment of resources geared toward keeping you well. Some helpful resources on the Wellness Portal include:

- The HealthyNow APP, which links to many fitness devices
- Exercise plans and write a Physical Trainer messaging
- Food and water trackers
- Workshops on a variety of health topics
- Pop-up wellness challenges
- Associate Wellness events (e.g., health fairs, table tastings)

To access the portal, visit [toyourhealth.montefiore.org](http://toyourhealth.montefiore.org).  
For portal assistance, call 1-888-252-8150.

### ASSOCIATE WELLNESS NUTRITION SERVICES

Want to manage your weight, lower your health risks, enhance your physical performance or simply eat wisely? All associates are eligible for FREE one-on-one nutrition counseling. You'll receive a complete nutritional analysis, realistic recommendations and up-to-date nutritional information that will allow for long-lasting results.

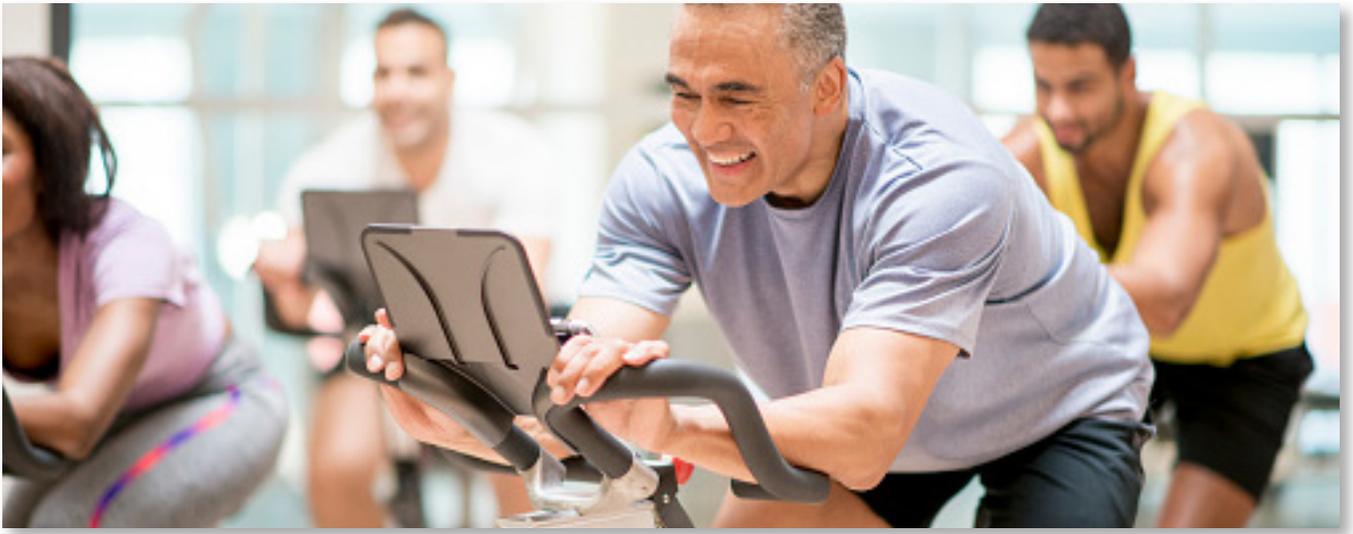
To schedule an appointment, call 347-498-2424 or email [WellnessRD@montefiore.org](mailto:WellnessRD@montefiore.org).

### WEIGHT WATCHERS

Weight Watchers is a weight-loss program based on nutritional guidelines and scientific research that encourages both healthy eating and exercise/activity.

Montefiore provides a 50 percent upfront discount on all Weight Watchers programs, and once you meet attendance targets, you will receive an additional 25 percent reimbursement at the end of every 12 weeks of your membership.

To register for Weight Watchers or to learn more about this program, visit <http://www.mymontebenefits.com/to-your-health/weight-watchers> or call the Weight Watchers number dedicated to Montefiore Associates at 866-882-2226.



### DIABETES PREVENTION PROGRAMS

Montefiore offers two programs for associates who are at risk for diabetes (A1c between 5.7 and 6.4).

YMCA Diabetes Prevention Program: Over the course of 16 weekly one-hour sessions, a trained lifestyle coach will help you learn about healthy eating, getting started with physical activity, overcoming stress and staying motivated, all in a comfortable classroom setting.

Omada Health: Some associates may be eligible for the online version of the evidence-based CDC National Diabetes Prevention Program through Omada Health.

To learn more about both of these programs, visit <http://www.mymontebenefits.com/to-your-health/ymcas-diabetes-prevention-program>, call the Associate Wellness Dietitian at **347-498-2424**, or email [wellnessRD@montefiore.org](mailto:wellnessRD@montefiore.org).

### DIABETES MANAGEMENT

American Diabetes Association: The mission of the American Diabetes Association is to prevent and cure diabetes for all people. Contact **1-800-Diabetes (800-342-2383)**, Monday–Friday 8:00 a.m.–8:00 p.m., or go to [www.diabetes.org](http://www.diabetes.org). For a privacy-protected forum to share real-life experiences and get advice for lowering A1c and living with diabetes, visit <http://community.diabetes.org>.

### CLINICAL DIABETES CENTER AT MONTEFIORE

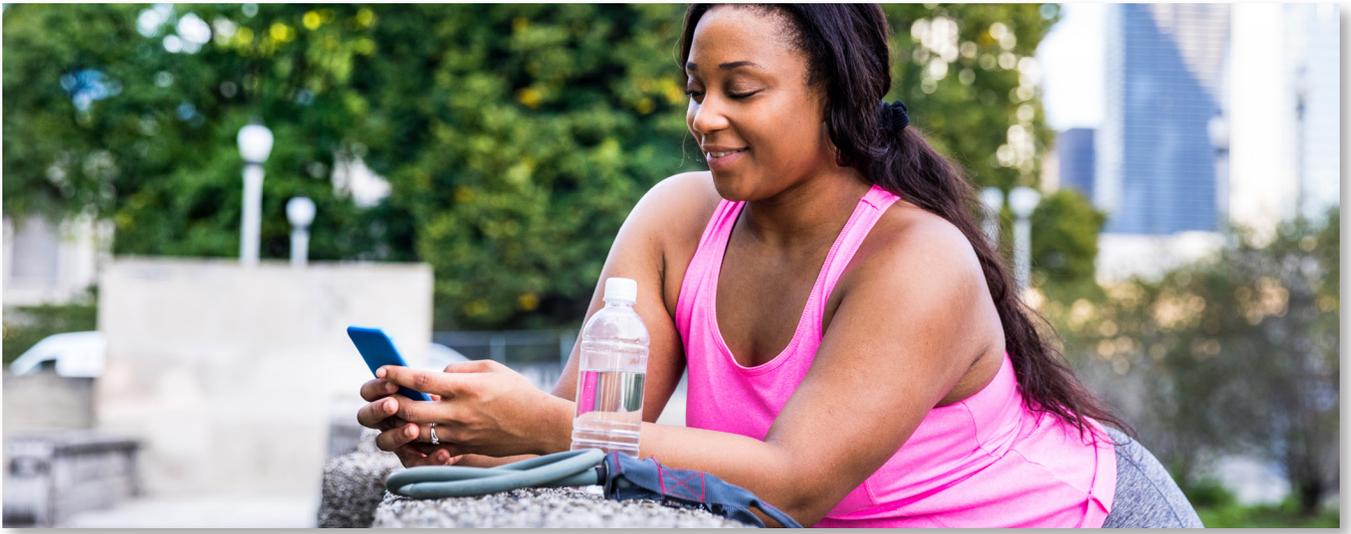
This center provides comprehensive care for adults with diabetes, the Proactive Managed Information System for Education in Diabetes (PROMISED<sup>®</sup>) program and support groups.

Call **718-920-7247** or visit <http://www.montefiore.org/endocrinology-clinical-diabetes-center> for more information.

### WEIGHT WATCHERS FOR DIABETES

This program combines the traditional Weight Watchers offerings with additional services, including access to a Certified Diabetes Educator (CDE), individualized food plans, weekly emails and information on diabetes and weight-loss management. The Montefiore Weight Watchers discount applies to this program.

For more info on this program, visit <http://www.mymontebenefits.com/to-your-health/weight-watchers> or call the Weight Watchers number dedicated to Montefiore Associates at **866-882-2226**.



### MONTEFIORE ASSOCIATE HEALTH CLUB DISCOUNTS

Montefiore associates are eligible for discounted membership rates at various gyms and fitness facilities. Our partners include:

- CRUNCH
- New York Sports Club
- Mosholu Montefiore Community Center
- The Falk Center at Albert Einstein School of Medicine
- Riverdale Y
- Equinox
- Montefiore's Tarrytown EXOS on-site fitness facility

To learn more about fitness discounts, visit <http://www.mymontebenefits.com/to-your-health/fitness-program>.

### SUPPORTIVE WELLNESS SERVICES

Supportive Wellness services are now available to ALL associates. Our Wellness Coordinator, Brenda Boatswain, PhD, Licensed Psychologist, is available for confidential consultations centered on:

- Stress assessment and management
- Wellness coaching and education for units and departments
- Personalized health coaching to assist in creating and maintaining healthy behaviors

For an appointment, call **347-418-4739** or email [bboatswa@montefiore.org](mailto:bboatswa@montefiore.org).

### HEALING ARTS

Healing Arts at Montefiore is a network of programs that uses creative arts therapies, integrative medicine and other healing approaches to enhance the well-being of Montefiore's associates and community, including workshops and the Relaxation Line.

For more information, visit <http://www.montefiore.org/healingarts>.

### CARE GUIDANCE

The Care Guidance Program is a confidential and voluntary health management program providing customized telephonic RN support to associates for physical and emotional wellness needs.

For more information visit <http://www.mymontebenefits.com/careguidance>, call **855-MMC-WELL (855-662-9355)** or email [mmccareguidance@montefiore.org](mailto:mmccareguidance@montefiore.org).

### QUESTIONS?

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If you need any additional assistance, please email the Associate Wellness team at [toyourhealth@montefiore.org](mailto:toyourhealth@montefiore.org).

**Note:** Health restrictions – If you are not able to participate in the program due to a medical condition that prevents you from reducing your risks, please contact us at [toyourhealth@montefiore.org](mailto:toyourhealth@montefiore.org) to discuss alternatives.

*\*The Associate Health Improvement Program is a one-year pilot program and may be discontinued at any time without prior notice.*