

# Staying Healthy Just Became More Rewarding

*Introducing Optima Design Rewards.*

**N**ow Optima Design Vantage and Optima Design Plus offer employers a new option designed to reward employees for health-related activities. Optima Design Rewards is a Health Incentive Program (HIP). Flexible and easy to implement, it provides an incentive – funded by the employer – to reward employees for participating in health-improving activities. By potentially lowering out-of-pocket health expenses, Optima Design Rewards motivates employees to stay healthy.

*The more rewards employees earn for taking steps to improve their health, the less they pay for medical expenses.*

With Optima Design Rewards, employers choose incentive amounts for employees who take steps to improve their health. Here are some of the plan's features:

- Employers customize the employee incentive amount for completing a personal health assessment, as well as three additional health-related activities.
- Employees receive a monetary reward in their Health Reimbursement Account (HRA) within 30 days of completing each activity.
- The dollars deposited into the employee's HRA account can be used for medical expenses.

**This could be the first step in creating your company's comprehensive wellness program which may be eligible for small business grants under federal healthcare reform regulations.**



Health Incentive Program (HIP) structure and funding is simple to establish with this easy step:

Determine funding level for each health-related activity at the minimum level or more.

### **Personal Health Assessment Completion**

This is an online tool for measuring overall health. The health information provided is secure and strictly confidential. This profile can be completed online or by calling 1-877-330-2746. An incentive will only be paid for the employee.

Reward: \_\_\_\_\_\$  
(*\$100 minimum*)

### **Exercise Planner Completion**

Employee can design cardio and resistance workout plans from many exercise program options based on their preferences, available equipment and other variables to create a daily workout personal calendar.

Reward: \_\_\_\_\_\$  
(*\$50 minimum*)

### **Nutrition Planner Completion**

Employee can create their own online nutrition tracker that allows them to track their progress toward their personal health improvement goals, such as weight management.

Reward: \_\_\_\_\_\$  
(*\$50 minimum*)

### **Health Coaching Kick-off Session Completion**

Employee can participate in a Health Coaching Kick-off call and take advantage of this one-on-one support program to help manage their health.

Reward: \_\_\_\_\_\$  
(*\$50 minimum*)



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