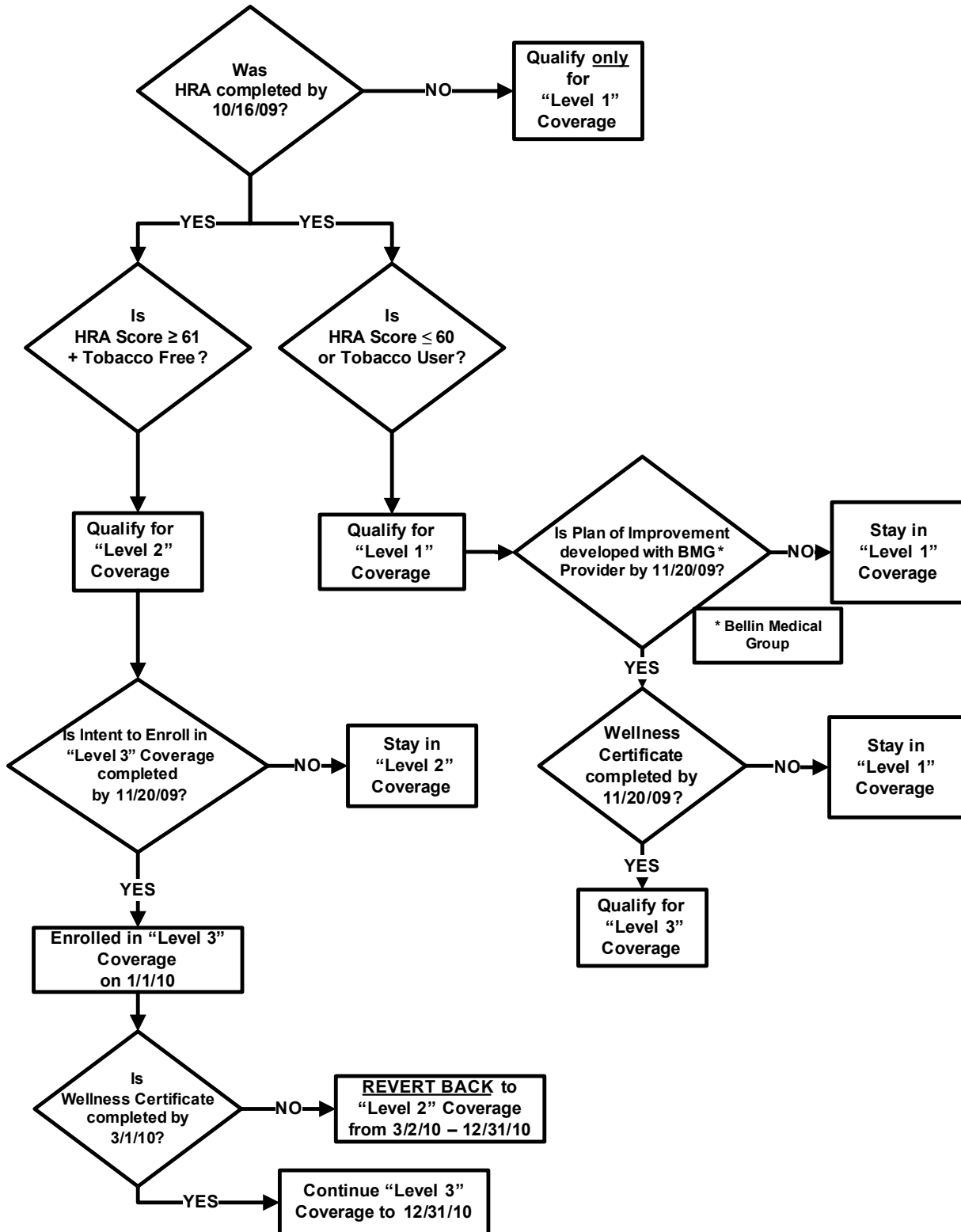


2010 Health Plan Flow Chart for Placement in Level 1, 2, and 3



NOTE: Both employee and spouse need to complete all steps of the qualifying process in order to be moved into a higher plan level (Level 2 or 3). See reverse for additional information.



## PLAN LEVEL QUALIFICATION PROCESS INFORMATION & EXAMPLES

Both employee and spouse must complete all steps necessary (HRA, Plan of Improvement if score 60 or below and/or tobacco user, and Wellness Certificate) to qualify for placement in a higher plan level (Level 2 or Level 3). Otherwise, both employee and spouse will remain or be moved to the lowest level that either employee or spouse is qualified for. Please see the examples below.

### Example 1:

- Employee takes HRA, score is 61 or above, and non-tobacco user = Level 2
- Spouse does not take HRA = Level 1



Employee and Spouse are placed in Level 1

### Example 2:

- Employee takes HRA, score is 61 or above, and non-tobacco user = Level 2
- Spouse takes HRA, score is below 61 or tobacco user = Level 1



Employee and Spouse are placed in Level 1

### Example 3:

- Employee takes HRA, score is 61 or above, and non-tobacco user = Level 2
- Spouse takes HRA, score is 61 or above, but **is** tobacco user
  - Spouse completes Plan of Improvement and Wellness Certificate by 11/20/09 = Level 3



Employee and Spouse are placed in Level 1\*

\*Employee must also qualify for Level 3 by completing Wellness Certificate by 3/01/10, as **placement in Level 2 is only for individuals with score of 61 or above and non-tobacco user.**

### Example 4:

- Employee takes HRA, score is 61 or above, and non-tobacco user = Level 2
  - Employee completes Wellness Certificate by 03/01/10 = Level 3
- Spouse takes HRA, score is 61 or above, and non-tobacco user = Level 2



Employee and Spouse stay in Level 2