

Corporate Policies & Procedures

Policy:	Wellness Premium Credit		
Department:	Human Resources	Sub-Department:	Benefits
Original Date:	07.01.2013	Version:	03.15.2019

SCOPE:

The Wellness Premium Credit (WPC) Policy applies to all eligible employees of MHM Services, Inc. d/b/a Centurion Group, Inc. (“Centurion”) and its subsidiaries (collectively, the “Company”).

ELIGIBILITY:

All full-time (30+ hours per week) benefit eligible employees actively enrolled in one of the company’s self-insured medical plans.

EXCLUSIONS:

Part-time, PRN, IC and LOCUM employees are not eligible for the WPC program. Employees enrolled in a fully insured medical program are also not eligible.

PURPOSE:

To provide an incentive to employees to obtain their annual wellness/physical exam.

POLICY:

Eligible employees will receive a reduction in medical plan deductions every pay period throughout the plan year if they receive an annual wellness/physical exam during the prior year by the deadline of October 31st. The credit will begin on the second pay in January and continue through the first pay of the following January.

Employees are not required to provide any documentation to Centurion. The medical insurance carrier will provide Centurion with a report of all participants who have completed their annual wellness/physical exam within the designated period of November 1 – October 31.

To receive the reduction, only the employee is required to get the wellness/physical exam. Spouses and dependent children are not required to have wellness exams in order for the employee to receive the credit, although wellness exams are recommended for all members on an annual basis.

This program does not apply to dental or vision plan deductions.

ANNUAL WELLNESS VISIT:

Centurion encourages all employees to follow current medical guidelines on preventive care. Annual wellness/physical exams are covered by Centurion’s medical plans at 100% if performed in-network. If an employee receives a physical from an out-of-network provider, the employee is responsible for any balance billing of the claim; however, the wellness screening requirement for the benefit will still apply.

CONFIDENTIALITY AND PRIVACY:

Centurion does not request nor receive any information regarding the results of your annual wellness exam. Centurion only receives a report from the insurer stating who has completed the exam. No medical information or diagnosis is transmitted to Centurion for this benefit.



Please contact your Benefits Department at (800) 416-3649 or Benefits@TeamCenturion.com with any questions.

This policy and guidelines may be amended at any time and are subject to change at the discretion of the Company.