



YOUR PATH TO WELLNESS STARTS HERE

Quit tobacco with the Tobacco Free Me Coaching Program

Employees who use tobacco will pay

\$50 MORE PER MONTH

for medical insurance than employees who are tobacco-free.

Tobacco products include cigarettes, cigars, chewing tobacco, pipe tobacco, and electronic nicotine delivery systems, including e-cigarettes and vaping devices (even if the vape product is marketed as non-nicotine).

TOBACCO-FREE EMPLOYEES PAY LESS FOR MEDICAL INSURANCE.

What do I need to do to receive the discount?

- ▶ During open enrollment, **complete the Non-Tobacco Use Certification in Workday** certifying you have not used tobacco in the past six (6) months or you have completed a tobacco cessation program in the past six months. This certification must be resubmitted every year during open enrollment.
- ▶ **If you currently use tobacco, take action now** to qualify for the medical premium discount.
 - Complete the Tobacco-Free Me cessation program via the Wellness Your Way wellbeing program or any other cessation program as a reasonable alternative. You must successfully complete a tobacco cessation program and provide proof of completion to the Benefits Department at benefits@nationalchurchresidences.org by September 1, 2023, to be reimbursed for tobacco-related premiums paid year to date and to receive the non-tobacco premium for the remainder of the 2023 plan year.

If you do not qualify for the premium discount during open enrollment, you can earn the discount during the year by completing the tobacco cessation program no later than September 1, 2023, for the 2023 plan year. The premium discount will be effective back to the beginning of the plan year. If you do not complete the program prior to September 1, 2023, you will need to remain tobacco-free and recertify for 2024.

Telephonic and online program options to help you quit using tobacco!



Take the first step. Start the Wellness Your Way program today.

READY TO QUIT?

Have you been trying to quit using tobacco, but just can't kick the habit?

Start the Wellness Your Way program today to help you kick the habit for good and qualify for the premium discount effective January 1, 2023.

Work with a trained wellness coach who will help you:

- Create a personal quit plan with a realistic quit date.
- Talk about ways to kick the habit for good.
- Get free over-the-counter nicotine replacement therapy.

National Church Residences' medical plans are committed to helping you achieve your best health. Rewards for participating in the wellness program, Wellness Your Way, are available to all employees regardless of benefits enrollment. If you think you might be unable to meet a standard for a reward under the wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Benefits and we will work with you, and your doctor if you wish, to find a wellness program with the same reward that is right for you in light of your health status.