

January 16, 2013

Dear Valued Employee:

As previously communicated, we are excited to reintroduce the Healthy Flex Program. The impressive 70 percent of you who registered in the program last year made it a huge success! We are confident that the program will continue to encourage you to actively participate in managing your health.

This year, the Healthy Flex Program will be offered to our employees participating in the *Benefits by Design* flexible benefits program (Flex) who are non-represented Southern California Permanente Medical Group (SCPMG) and Kaiser Foundation Hospitals and Health Plan (KFH/HP) employees, as well as employees represented by the Specialty Care Nurses of Southern California and Kaiser Permanente Midwives Wound Ostomy Nurses.

To participate in the Healthy Flex Program, all you need to do is register online through the My HR website at <http://insidekp.kp.org/myhr> between February 1 and June 30, 2013, and complete all of the wellness activities explained below. After you complete all the requirements by the deadline, you will receive credits—based on your scheduled hours per week (see table below), to apply towards your Flex benefits elections you make during the open enrollment period. These credits are in addition to the Flex credits you already receive. Your benefits elections will be effective January 1, 2014. You will receive any unused credit balance as taxable income in your regular paycheck.

Healthy Flex Program Credits	
Scheduled Hours per Week	Additional Flex Credits per Month (first two paychecks of each month)
40-32	\$50 (\$25 per pay period)
31-26	\$40 (\$20 per pay period)
25-20	\$30 (\$15 per pay period)

Once you register on My HR, complete **ALL FOUR** of the below activities no later than **June 30, 2013**:

1. **Obtain a flu vaccination** (keep in mind that flu vaccinations are generally offered up until **March 31, 2013**). If you are unable to receive a flu vaccination because of medical or religious reasons, you may still participate in the Healthy Flex Program by completing an online flu declination by **June 30, 2013**.
Note: If you have taken a flu vaccination between September 1, 2012 and January 31, 2013, it will still count toward the Healthy Flex Program requirement.
2. **Register (or re-register) and participate in ONE of the following online programs** by logging at least 30 days of activity: (a) *KP Walk* (b) *Thrive Across America* (c) *Mix It Up*.
3. **Enroll in and complete a Healthy Lifestyle Program questionnaire** (e.g., managing diabetes, overcoming insomnia, reducing stress, etc.)
4. **Visit your new Personal Action Plan page.**

Note: You may access the above pages online directly through the Healthy Flex Program site on My HR.

For additional information about the Program, please refer to the back of this letter or sign on to My HR. We encourage you to take advantage of the benefits this Healthy Flex Program has to offer you to maintain and improve your health and to support your work/life balance.

Sincerely,



Arlene F. Peasnell
Senior Vice President, Human Resources
Southern California and Hawaii Regions



Judy F. White
Business Administrator of Operations
Southern California Permanente Medical Group

Questions & Answers

1. Am I eligible to participate in the Healthy Flex Program?

You are eligible to participate in the Healthy Flex Program if on January 1, 2013 you were and continue to be regularly scheduled to work 20 or more hours per week, and you are a non-represented employee of SCPMG, KFH/HP, or an employee represented by the Specialty Care Nurses of Southern California or the Kaiser Permanente Midwives Wound Ostomy Nurses, participating in the *Benefits by Design* flexible benefits program (Flex). If you are a part-time employee regularly scheduled to work less than 40 hours per week, the reward you receive will be prorated according to the table provided in the letter.

2. I was hired on January 2, 2013. Am I eligible to participate in the Healthy Flex Program?

No. In order to be eligible to participate in the Healthy Flex Program you must have been hired on or before January 1, 2013 as a non-represented employee of the SCPMG, KFH/HP, or as an employee represented by the Specialty Care Nurses of Southern California or the Kaiser Permanente Midwives Wound Ostomy Nurses.

3. Will I be eligible to participate in the Healthy Flex Program if I am currently enrolled in in the Alternate Compensation Program (ACP)?

It depends. You will be able to register for the Healthy Flex Program even if you are currently enrolled in the ACP. However, in order to receive the additional credits in 2014, during the open enrollment period in the fall of 2013, you must withdraw from the ACP and enroll in the *Benefits by Design* flexible benefits program with your benefits becoming effective January 1, 2014. You must also complete the four wellness activities by the set deadlines (see letter).

4. How do I register for the Healthy Flex Program?

Sign on to the My HR website at <http://insidekp.kp.org/myhr> from home or work at any time to register for the Healthy Flex Program. If you are eligible, you will see a pop-up message asking you to register. You have the option to decline or request for a reminder email to be sent to you if you would like to register at a later time.

5. I don't want to take the flu vaccine? Will I still be eligible to participate in the Healthy Flex Program?

It depends. You are exempt from taking the flu vaccination if you have a medical condition or for religious reasons. If you are unable to take a flu vaccination for one of these two reasons, and may still participate in Healthy Flex Program, **you must submit an online flu declination by June 30, 2013**. The declination is available on My HR on the Healthy Flex Program registration page. Please note that this online flu declination is different from KP's Health Education department's flu declination form.

6. What is a Healthy Lifestyle Program?

Healthy Lifestyle Programs can be taken at **kp.org**. They are free to Kaiser Permanente members 18 years and older, and offered through KP's partnership with HealthMedia®. You can use these customized online programs to help reach your health goals. After you've answered an in-depth questionnaire, you'll have access to optional online tools such as:

- An action plan that is personalized for you to take
- follow-up emails to help you track your progress
- exercise and stretching videos
- health news
- the option to share your results with your doctor

7. What is the Personal Action Plan?

The Personal Action Plan is a new online tool that will help you manage your health by showing your personalized most important and up to date health information and needs.

8. Whom can I call if I have any further questions?

You can find details about the Healthy Flex Program on My HR. If you still have questions, you may call the Human Resources Service Center at **1-877-4KP-HRSC (1-877-457-4772)**.