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# Wellness Program

Taking control of your health and wellbeing will reduce monthly premiums and ChemDesign is committed to helping you achieve your best health. That's why we offer a variety of wellness programs and activities designed to provide information and resources to help all of us make healthy living a way of life. It is our priority to offer affordable and quality health care coverage to all of our employees, but the increasing cost of providing health insurance coverage has made this task challenging. We strive to promote wellness so employees can stay healthy to not only live better lives, but also to keep health care costs low.

## Preventive Care Exam

Getting face-to-face interaction with your doctor once per year is critical. Yearly checkups can ensure early detection should a small health issue arise. The cost of care for managing a small issue is less expensive than managing an escalated one. **There are medical premium discounts for completing the preventive care exam.**

## Tobacco Cessation

While ChemDesign has discontinued the tobacco surcharge, we will continue to offer a free tobacco cessation program to employees and their family members who would like to participate. Please contact the HR Department for more information.

## Fitness Reimbursement

Employees can be reimbursed up to a maximum of \$800/year for participating in qualified fitness activities including: health club memberships, fitness classes, diet programs (i.e. Weight Watchers, Noom) and entry fees for events (runs, walks, swims, cycling.) Please see HR Department to confirm that your fitness activity/event qualifies for reimbursement. You must show receipt/verification of participation and complete a company expense report for reimbursement. Reimbursement will be grossed up 20% and paid quarterly through payroll.

## Voluntary Wellness Programs

Throughout the year, there may be voluntary wellness programs offered to address weight management, nutrition education, tobacco cessation and/or stress management.

***If it is unreasonable for you to complete any wellness program or requirement to earn an incentive, please contact Human Resources.***

