



2023 Wellness Program Overview

By participating in Union Bank and Trust Company's voluntary wellness program, employees and spouses enrolled in the medical plan can EACH earn a discount on their medical premium! (That's extra money in your paychecks!)

Criteria	Goals (Some goals have multiple ways to earn the reward)	Points
Body Composition	CHOOSE ONE: <ul style="list-style-type: none"> BMI: 24.9 or Less Waist: 35 in. or Less (Female), 40 in. or Less (Male) Meet Improvement Goal [refer to page 3 for details] Complete One Alternative: Nutrition class, education course, health coaching or steps tracking 	2 Points
Blood Pressure	CHOOSE ONE: <ul style="list-style-type: none"> 120/80 or Less Meet Improvement Goal [refer to page 3 for details] Complete One Alternative: Nutrition class, education course, health coaching or steps tracking 	1 Point
LDL Cholesterol or HDL Cholesterol	CHOOSE ONE: <ul style="list-style-type: none"> LDL 100 or Less or HDL 50 or more (Female), 40 or More (Male) Meet Improvement Goal [refer to page 3 for details] Complete One Alternative: Nutrition class, education course, health coaching or steps tracking 	1 Point
Glucose	CHOOSE ONE: <ul style="list-style-type: none"> 100 or Less A1C: 5.6% or Less Meet Improvement Goal [refer to page 3 for details] Complete One Alternative: Nutrition class, education course, health coaching or steps tracking 	1 Point
Tobacco/Nicotine	CHOOSE ONE: <ul style="list-style-type: none"> Negative Complete LivingFree or UBT Approved Course 	1 Point

Monthly Premium Contribution Impact

Total Points Earned	Employee Only	Employee + Child(ren)	Total Points Earned	Employee + Spouse	Employee + Family
Non-Participant 0 Points	\$50	\$55	0-2 Points	\$132	\$163
1 Point	\$40	\$45	3-4 Points	\$112	\$140
2 Points	\$30	\$35	5-6 Points	\$92	\$120
3 Points	\$20	\$25	7 Points	\$80	\$100
4 Points	\$10	\$15	8 Points	\$25	\$40
5 Points	\$0	\$0	9 Points	\$15	\$30
6 Points	[-\$22]	[-\$30]	10-11 Points	\$0	\$0
N/A	N/A	N/A	12 Points	[-\$45]	[-\$65]

What's an "improvement goal"?

If you don't meet a goal but your biometric levels have improved since last year's screening, you may automatically pass based on your improvement! You will also have the opportunity to meet a personal improvement goal after your screening. Improvement goals can be found on page 3. Call Bravo with any questions.

Not sure if the program is right for you?

You may be able to earn the reward another way. Learn more about alternatives on the portal or by calling Bravo.

What if I'm a new employee?

If you are enrolled on the UBT health plan after **9/2/2023**, you'll automatically earn full credit.



Scan the QR code to get started!

Or visit my.bravowell.com/ubt

Questions? Call 844-925-2782 or send us a message on the portal.





Take it one step at a time.

Visit the Bravo portal for more details on each task.

Dates to Keep in Mind

Tasks	Starting	Ending
NEW! Create an Account Everyone must create a new account this year: my.bravowell.com/ubt	8/1/2023	11/15/2023
Choose a Screening Option:		
→ Screen With Your Doctor and Submit Provider Screening Form	11/16/2022	11/15/2023
→ Screen With LabCorp	8/1/2023	11/15/2023
Complete an Alternative (If Needed)	8/1/2023	1/31/2024
Reward Goes Into Effect	1/1/2024	12/31/2024

Alternative Options

Improvement Since Last Program's Screening

See page 3 for improvement goals.

Updated Results

Your values were recorded incorrectly and/or you are providing an updated passing result. Visit the Bravo portal for more details and to download the alternative form.

Medical Exemption or Waiver

If you are requesting a waiver or medical exemption, visit the Bravo portal to access the alternative form or call Bravo for more information. Visit your provider to discuss your employer's goals and whether they are achievable based on your medical history.

Wellness Support Appeals by UBT:

- Track at least 2,500,000 steps in 2023
- Wellness Coaching
- Nutrition Course
- UBT Education Course

UBT Wellness Team will be administering. Reach out to the UBT Benefits Wellbeing Team for details and completion assistance. Email BenefitsWellbeing@ubt.com for current course options.

Tobacco/Nicotine

Complete LivingFree on the Bravo portal or a UBT approved course. Email BenefitsWellbeing@ubt.com with questions.



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Progress, not perfection.

Reference the charts below to determine your improvement goal(s). You will earn full credit for a goal if you meet your improvement goal either since last program's screening OR by 1/31/2024.

For charts with Level I, Level II, etc., locate the level that your result falls in. To get credit for the goal, you would need a new result that falls within the level above (e.g., Level III to Level II).

BODY MASS INDEX	
Program Goal: 24.9 or Less	
5% Weight Loss Since Last Program's Screening Or 3% Weight Loss by 1/31/2024	

GLUCOSE	
Program Goal	100 or Less
Level I	99 or Less
Level II	100-124
Level III	125-149
Level IV	150-174
Level V	175-199
Level VI	200 or More

A1C	
Program Goal	5.6 or Less
Level I	6% or Less
Level II	6.1%-6.4%
Level III	6.5%-6.9%
Level IV	7%-7.9%
Level V	8%-8.9%
Level VI	9% or More

BLOOD PRESSURE		
	Systolic	Diastolic
Program Goal	120 or Less	80 or Less
Level I	120 or Less	80 or Less
Level II	121-130	81-85
Level III	131-139	86-90
Level IV	140-149	91-95
Level V	150-159	96-100
Level VI	160 or More	101 or More

LDL CHOLESTEROL	
Program Goal	100 or Less
Level I	99 or Less
Level II	100-114
Level III	115-134
Level IV	135-159
Level V	160-189
Level VI	190 or More

HDL CHOLESTEROL	
Program Goal	50 or More (F) 40 or More (M)
Level I	60 or More
Level II	55-59
Level III	50-54
Level IV	45-49
Level V	40-44
Level VI	35-39
Level VII	34 or Less



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