PICK UP YOUR PACE!

your route to health and rewards
HealthyDirections

this year, we are making important changes to help support your healthy journey

We’re adding to and enhancing activities, rewards and prizes to help you personalize your path toward health — because at Houston Methodist we don’t just talk about workforce wellness, we’re committed to leading it. Explore the routes inside this brochure to help you prepare for and navigate your journey ahead.

visit the HealthyDirections Hot Spot!

The Hot Spot gives you direct access to HealthyDirections programs and rewards. Make sure to check it often, as we’ll use it to announce challenges that give you the opportunity to win great prizes throughout the year. You’ll also find more details about rules for completing activities and earning rewards, as well as limits for annual participation.

go to mymethodistbenefits.com to access the HealthyDirections Hot Spot. Here you can:
- Learn more about earning valuable rewards
- Browse programs to help you get and stay healthy
- Purchase a Fitbit through Houston Methodist
- View upcoming challenges and events
- Share your success stories and healthy recipes
Pick Up Your Pace and earn rewards

Houston Methodist continues to travel in a healthy direction! Each year we ask you to Pick Up Your Pace by introducing new rewards designed with your health in mind. We recognize that your path to good health is as unique as you. While we are heading in a healthy direction together, each of us has our own route to get there. This year, we’re expanding HealthyDirections rewards to allow for more personalization and sophisticated support. We’re also introducing new rewards and great prizes to ensure you start strong and stay on your route to good health.

upcoming HealthyDirections highlights

- Get fit with a Fitbit! New challenges, activities and rewards offered through the HealthyDirections Hot Spot!
- We’re getting personal — introducing personal Health Tracks based on your upcoming fall Biometric Screening results. You’ll be encouraged to travel a Health Track and build a personal plan for 2015 that focuses on a specific area of your health.
- Save money with the new Medical Plan premium difference in 2016.
- The opportunity to win $10,000 cash and other big rewards by participating in eligible activities and programs.
- We’re adding new activities to qualify for the 2015 lower Medical Plan deductible — have or seek a primary care physician!

improvements to Biometric Screenings ahead

Houston Methodist is committed to the integrity of our data and continuously looks for ways to improve our Biometric Screening process and results. We’ve listened to employee suggestions on how to make our process better and will be making changes this year. Stay tuned for more information in the coming months, and thank you for helping make this journey a success!

This new race is about you having fun, reaching new health distances and defining your personal route to improved and maintained health. Go on, tie those laces and hit the pavement!

Read this brochure for more details about the new HealthyDirections rewards and how you can Pick Up Your Pace right now — and keep it up later.
Medical Plan rewards

the lower Medical Plan deductible
Over the past few years, most of you have earned a lower Medical Plan deductible by completing certain activities tailored to educate you about your personal health. In 2015, we’ll continue to offer the lower Medical Plan deductible, but we’re adding one additional activity — you must designate that you have a primary care physician (PCP) or work with a Houston Methodist Care Navigator to find one. This activity furthers our personalized approach and lays the foundation for reaching new health distances in 2016! Read on to find out where we’re headed.
To earn the lower Medical Plan deductible both you and your covered spouse must:

1. Take the Health Assessment through WebMD
2. Complete the 2014 fall Biometric Screening  (*new process this year, details coming soon*)
3. Test nicotine-free*
4. Designate through the Health Assessment that you have a PCP or contact a Houston Methodist Care Navigator to find one

**Health Track**

**Travel your personalized Health Track to achieve the 2016 Medical Plan premium difference**

Every Houston Methodist employee and spouse is unique, but hopefully we all share a common goal — to make strides to get and stay healthy. We want to reward you for your strides by introducing a Medical Plan premium difference that will mean you qualify for the lowest premium offering in 2016!

To qualify, you and your covered spouse must take the following steps:
1. Complete your Biometric Screening and Health Assessment this fall
2. Become familiar with the Health Track that correlates with your screening results
3. Complete the steps within your Health Track during 2015*

**Health Tracks—your personalized path**

Each Health Track is unique and allows you to personalize your journey to better health. Here is how it works. Your 2014 Biometric Screening results will identify an area of your health to improve or maintain — determining your Health Track for 2015. Your Health Track will contain activities and rewards to improve or maintain your health and help you earn the Medical Plan premium difference for 2016. If you have more than one health area that needs attention, you’ll fall into the Health Track with the highest priority. You only need to focus on one Health Track per year. The chart on the far right shows who might fall within each Health Track.

1. **Health Conditions Track**
   Individuals with one or more of the following numbers:
   - LDL greater than or equal to 130
   - A1c (glucose level) greater than 6.4
   - Blood Pressure with a systolic number greater than or equal to 140 and/or a diastolic number greater than or equal to 90

2. **Nicotine Track**
   Individuals who test positive for nicotine use

3. **Body Mass Index (BMI) Track**
   Individuals with a BMI greater than 27.0

4. **Healthy Track**
   Individuals who fall into no other Health Track

*We recognize that everyone is different and may need alternative activities to qualify for prizes and rewards. If you or your spouse are unable to meet the standard for a reward under HealthyDirections, you may qualify for an opportunity to earn the same reward by different means. Also, if your doctor states that the standard for a reward isn’t medically appropriate for you, we will work with you to develop an alternative qualification to earn the same reward. For more information, contact HR Benefits at 832.667.6211 or hrbenefits@houstonmethodist.org.
in 2015, there will be four Health Tracks. Every Health Track has activities to complete throughout 2015 because no matter your health status, there is always something you can do for your health. This fall’s Biometric Screening outcomes determine the area of your health to focus on improving or maintaining and which Health Track will help you do so. And, walking your Health Track leads straight to big savings with the lowest cost premium option in 2016!
This Health Track tackles the biggest health concerns and requires a personalized approach. In this Health Track, you will work to create and participate in a personalized plan for health improvement during 2015.

Tobacco and nicotine use is a serious health risk. Kick the habit and walk this Health Track by:
- Completing a HealthyDirections coaching program for nicotine — AND —
- Testing negative for nicotine use at the end of the program

BMI can act as an indicator of healthy weight. Get moving and walk this Health Track by:
- Completing designated coaching programs — OR —
- Achieving designated fitness goals — OR —
- Decreasing your BMI by two points or meeting the 27.0 target (whichever occurs first!)

Those deemed not at risk still need to focus on maintaining their good health. Stay healthy and walk this track by:
- Achieving designated fitness goals or other designated wellness activities.

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get Condition Support! If you are currently managing chronic illness or are placed on the Health Conditions Track, you may qualify for payment assistance for generic prescriptions related to managing a health condition. Look for more information in future communications.
2014 Pick Up Your Pace rewards:
*win $10,000 cash!* (yes, really)

Last year, we “Got in Gear” and one of our employees drove away with a car. This year, we’re picking up the pace when it comes to our 2014 rewards. There will be more prizes and more winners! There are several ways you can Pick Up Your Pace and earn rewards.

**real-time:**  
**Better Health Bucks**  
Complete eligible HealthyDirections programs at any time and receive $20* in your paycheck. You can earn up to $60 for the year.

*Rewards are net of taxes.

**monthly:**  
**Pick Up Your Pace monthly prize drawing (new!)**  
Starting July 10 and continuing on the second Friday of each month, Houston Methodist will conduct a drawing of great prizes for up to 50 winners who completed Pick Up Your Pace activities in the previous month. Details will be communicated month to month. Check out the Hot Spot on mymethodistbenefits.com for the latest details.

**annual:**  
**Pick Up Your Pace annual drawing (new!)**  
In December, we’ll conduct a drawing for employees who have participated in Pick Up Your Pace activities. Depending on the number of activities you complete throughout 2014 and before the deadline, you will fall into one of the three reward levels at right.
The overall participation in these activities will determine the number of winners and the type of prizes. The more employees who pick up their pace, the better. Be the one to win $10,000. Or better yet, be one of many to win $10,000!

**to get started**, see the eligible Pick Up Your Pace activities on the next page or visit the HealthyDirections Hot Spot on mymethodistbenefits.com. You can also track your completed activities on WebMD — accessed through the HealthyDirections Hot Spot.

**already completed a handful of Pick Up Your Pace activities?** Fantastic! If you completed activities between December 2013 and May 2014 your participation should be accounted for and reflected in your WebMD Rewards Lobby.

**it’s important** that Pick Up Your Pace is accessible to all eligible participants. We recognize that everyone is different and may need alternative activities to qualify for prizes and rewards. Contact HR Benefits at 832.667.6211 or hrbenefits@houstonmethodist.org to talk about your options.

**employees only!** Only Houston Methodist employees are eligible for Pick Up Your Pace rewards and Better Health Bucks.

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We recognize that everyone is different and may need alternative activities to qualify for prizes and rewards. If you or your spouse are unable to meet the standard for a reward under HealthyDirections, you may qualify for an opportunity to earn the same reward by different means. Also, if your doctor states that the standard for a reward isn’t medically appropriate for you, we will work with you to develop an alternative qualification to earn the same reward. For more information, contact HR Benefits at 832.667.6211 or hrbenefits@houstonmethodist.org.
where the rubber (soles) meet the road

so, what are Pick Up Your Pace activities?

They’re how you build endurance and momentum, and make progress in your journey and earn rewards. Because your road to better health is unique to you, and the route is bound to have its ups, downs, twists and turns, this menu of Pick Up Your Pace activities and programs offers you the flexibility to choose — or add — what you need to map your route and tackle your health obstacles.
Generally, you receive one completion for each activity to get you on the path to qualify for the monthly and annual prize drawings.

**miscellaneous**
- Visiting your primary care physician for your annual wellness visit
- Meeting monthly Fitbit step goals:
  - Average 5,000 steps a day for one month to earn one Pick Up Your Pace credit
  - Average 7,500 steps a day for one month to earn two Pick Up Your Pace credits
  - Average 10,000 steps a day for one month to earn three Pick Up Your Pace credits
- Submitting a success story on the HealthyDirections Hot Spot

**healthy challenges**
- Well Composed challenge $  
- Picture Perfect Plate challenge $  
- Maintain, Don’t Gain challenge $  
- Participating in monthly Fitbit contests (like purchasing and activating a Fitbit through the HealthyDirections HotSpot on mymethodistbenefits.com)

**managing conditions and illnesses**
- Well Managed Diabetes $  
- Telephonic Diabetes Lifestyle Wellness Coaching* $  
- Telephonic Diabetes Disease Management* $  
- Telephonic Coronary Artery Disease* $  
- Telephonic Congestive Heart Failure* $  
- Telephonic Heart Healthy Lifestyle* $  
- Well Managed Cholesterol $  
- Well Managed Hypertension $  
- Well Managed Metabolic Syndrome $  
- Healthy Back* $  
- Case Management* $  
- Complex Case Management*  

While the programs listed here qualify as Pick Up Your Pace activities, visit mymethodistbenefits.com for a complete list of HealthyDirections programs, as well as the criteria required to complete each activity.

**getting fit/eating right/shedding pounds**
- Personal fitness assessment  
- Nutrition Bootcamp $  
- 10 Houston Methodist fitness center visits in one month  
- 6 Houston Methodist fitness classes in one month  
- Recreational sports participation (one credit per sport season)  
- 3 Nutrition Consultations  
- Methodist Healthy Lifestyle Coaching™ $  
- Methodist Wellness@Work© $  
- Telephonic Nutrition Coaching* $  
- Telephonic Exercise Coaching* $  
- Telephonic Weight Management Coaching* $  
- Houston Methodist Medical Weight Management $  
- Step LiteSM $  

**relieving stress**
- Telephonic Stress Coaching* $  
- Taming Tension $  

**staying healthy**
- WELL Powered Living $  

**growing family**
- Maternity Support* $  

**kicking the habit**
- QuitPower Tobacco Cessation* $  
- Quit and Get Fit Tobacco Cessation  

* These programs are only available to those employees and family members enrolled in the Houston Methodist Medical Plan.

$ indicates Better Health Bucks eligibility

We recognize that everyone is different and may need alternative activities to qualify for prizes and rewards. If you or your spouse are unable to meet the standard for a reward under HealthyDirections, you may qualify for an opportunity to earn the same reward by different means. Also, if your doctor states that the standard for a reward isn’t medically appropriate for you, we will work with you to develop an alternative qualification to earn the same reward. For more information, contact HR Benefits at 832.667.6211 or hrbenefits@houstonmethodist.org.
find your Fitbit

Starting in June, Houston Methodist will provide everyone with an opportunity to purchase a Fitbit wireless activity tracker at an extreme discount (over 50% off retail). what’s a Fitbit? It’s a slick device that goes where you go and makes monitoring your steps and health easy, accessible and fun. Houston Methodist has big plans as we start weaving Fitbit challenges, incentives and generous rewards into HealthyDirections. The Fitbit will also become an essential part of the BMI Track and the Healthy Track when it’s time to qualify for the 2016 Medical Plan premium difference.

So go ahead, be among the first to purchase your Fitbit through the HealthyDirections Hot Spot on mymethodistbenefits.com. Take the time now to review the insert included in this mailing. It will give you the information you need to get going! More Fitbit details to come — stay tuned.

GET FIT WITH FITBIT

Each Houston Methodist employee can purchase up to two Fitbit activity trackers. Only Houston Methodist employees can purchase Fitbit devices through our special offer. The Houston Methodist discounted Fitbits are to be used for employees and their spouses. If you would like to purchase additional discounted Fitbits (about a 10% discount) for other family members, they can be purchased through the Friends and Family Fitbit page. Quantities are limited.

Win an Aria™ scale! The first Pick Up Your Pace drawing will be held on July 10 for employees who have already completed an eligible Pick Up Your Pace activity or program in 2014 (remember, purchasing, activating and linking your Fitbit qualifies)! If you’re a lucky winner, you will win an Aria Fitbit Scale. Aria tracks your weight, body fat percentage and BMI, and it wirelessly syncs your health statistics with online graphs and mobile tools that help you stay motivated and on track.

If you’re not one of the lucky winners, you can access the Fitbit Friends and Family page to buy an Aria scale at a discounted price.
which bit fits you? Just as your path to improved health is unique to you, the Fitbit trackers vary in style, color and capabilities — so you can get one that fits you! Here’s a brief introduction and comparison of the trackers to help you start evaluating which option might work best for you.

**Fitbit Zip**
- *wireless activity tracker*
- steps, distance traveled, calories burned
- clips onto your pocket and clothing
- **retail price**: $59.95
- **Houston Methodist price**: $27 plus tax (includes free shipping)

**Fitbit Flex**
- *wireless activity + sleep wristband*
- steps, distance traveled, calories burned, sleep cycles, active minutes
- on your wrist
- **retail price**: $99.95
- **Houston Methodist price**: $42 plus tax (includes free shipping)

**Fitbit One**
- *wireless activity + sleep*
- steps, distance traveled, calories burned, sleep cycles, stairs climbed
- clips onto your pocket and clothing
- **retail price**: $99.95
- **Houston Methodist price**: $42 plus tax (includes free shipping)

already own a Fitbit? Great! Send a request to hrbenefits@houstonmethodist.org to be setup within the “Houston Methodist Fitbit Community.”

see your progress day to day with no effort!
Fitbit wireless activity trackers automatically sync your data — your steps, distance and calories — with the Fitbit app. You can view your progress on your smart phone or on your computer at Fitbit.com. Get Fitbit ready now! Figure out what you want from your Fitbit experience and hit the ground running!

questions? If you have questions visit the HealthyDirections Hot Spot on mymethodistbenefits.com or contact HR Benefits at 832.667.6211 or hrbenefits@houstonmethodist.org.
Tori focuses on trying to decrease her blood pressure before the next Biometric Screening because she knows the results will be linked to the opportunity to earn Medical Plan rewards. She completes a Telephonic Nutrition Coaching program and also purchases a Fitbit to start monitoring her daily steps.

This is Tori. Tori’s 2013 Biometric Screening results showed that her blood pressure was slightly elevated at 165/90 and her BMI was 31. She is not required to do anything about her health status just yet, but Tori’s ready to take action!

Steps leading to your Health Track

How does it all work together? Follow this example to see how Tori navigates her way through the Biometric Screenings, Pick Up Your Pace activities and her Health Track.

June 2014

Tori does the following to qualify for the lower Medical Plan deductible in 2015:
- Completes the Health Assessment on WebMD
- Completes the Biometric Screening
- Tests nicotine-free
- Designates that she has a primary care physician

She’s also on track to receive a lowest cost premium option for 2016 by completing her Biometric Screening this year. Way to go, Tori!

Fall 2014

between now and Fall 2014

Tori receives her personalized statement notifying her of her Health Track in 2015 and what she needs to do to qualify for the lowest cost premium option in 2016. And, because Tori was proactive this year — bought a Fitbit, completed a few coaching programs and participated in monthly challenges — she earns Better Health Bucks, completes 8 Pick Up Your Pace activities before December - and qualifies for the opportunity to win $10,000 CASH in the Pick Up Your Pace Annual Rewards drawing. Well done, Tori. Well done!

December 2014
Tori picked up the pace earlier in the year by taking advantage of a coaching program and lowering her blood pressure to below 140/90. Go Tori! She also got moving and lowered her BMI by one point to 30, but it still needs some work. She’ll fall into the BMI Track for 2015 (track number 3 of the 4 Health Tracks) and will have to complete certain steps to qualify for the lowest cost premium option in 2016.
what to **expect** in the next few months and where to go for more resources

The road ahead is full of exciting opportunities to **Pick Up Your Pace**. Traveling this journey with you inspires us to make it as enjoyable, rewarding and successful as possible. Here is what you can expect in the next few months.

- **June**
  - Get your Fitbit

- **July 10**
  - Pick Up Your Pace first monthly challenge drawing

- **September – November**
  - Biometric Screenings

- **October – November**
  - 2015 Open Enrollment

- **December**
  - Pick Up Your Pace annual drawing and notification of your 2015 Health Track

- **January 2015**
  - Hit the ground running to work toward the 2016 Medical Plan premium difference
HealthyDirections resources

Find out more about HealthyDirections and the Pick Up Your Pace programs
Visit the HealthyDirections Hot Spot on mymethodistbenefits.com

Talk to HR Benefits
Email hrbenefits@houstonmethodist.org or call 832.667.6211

Talk to a HealthyDirections Specialist to help you choose a Pick Up Your Pace program
800.520.0726

Call a Houston Methodist Care Navigator to help you find a primary care physician
713.441.0001
Use this quick reference to ensure you’re completing this year’s necessary steps to take advantage of all the HealthyDirections rewards.

Start earning exciting rewards and eligibility for prize drawings now. Remember — there is a new requirement for the lower Medical Plan deductible in 2015, and your Biometric Screening outcomes will determine your Health Track for 2015.

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<tr>
<td>Purchase your Fitbit on the HealthyDirections Hot Spot via mymethodistbenefits.com</td>
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<td>Understand the new activities and HealthyDirections rewards</td>
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<td>Start Picking Up Your Pace and participate in programs/activities</td>
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<td>Establish a primary care physician or work with a Houston Methodist Care Navigator to find one</td>
<td>Fall</td>
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<td>Complete your Health Assessment</td>
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<td>Complete your Biometric Screening</td>
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<tr>
<td>Receive your personalized statement with your 2015 Health Track</td>
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**Fitbit fairs June & July 2014** We will be on site to help answer your Fitbit questions!

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**Fitbit fair locations:**

- **HMH** — Houston Methodist Hospital
  6565 Fannin, Houston, TX 77030

- **HMWB** — Houston Methodist Willowbrook Hospital
  18220 Tomball Parkway, Houston, TX 77070

- **HMW** — Houston Methodist West Hospital
  18500 Katy Freeway, Houston, TX 77094

- **HMSJ Garth** — Houston Methodist St. John Hospital
  4021 Garth Road, Baytown, TX 77521

- **HMSJ Alexander** — Houston Methodist San Jacinto Hospital - Garth Campus
  2610 N. Alexander, Baytown, TX 77520

- **HMSL** — Houston Methodist St. Catherine Hospital
  701 S. Fry Road, Katy, TX 77450

- **HMSTJ** — Houston Methodist Willowbrook Hospital
  18220 Tomball Parkway, Houston, TX 77070

- **HMSL** — Houston Methodist Sugarland Hospital
  16655 Southwest Freeway, Sugar Land, TX 77479

**We will be on site to help answer your Fitbit questions!**
This brochure highlights our benefits program but is not intended to be a complete description. More complete details, including limitations and exclusions, are available in each plan's summary plan description (located on mymethodistbenefits.com) or plan document (available from your HR Department or HR Benefits). Houston Methodist retains the right to add, delete or modify any of the benefit provisions at any time. Houston Methodist also retains the right to final interpretations of plan provisions.