BUTLER UNIVERSITY HEALTHY HORIZONS PROGRAM

As faculty and staff members of Butler University (“University”), you are eligible to participate in the Butler University Healthy Horizons Program (“Program”). Healthy Horizons programs and services are also available to, spouses, and dependents 6 years of age and older, if they are enrolled in the University’s group health plan. The Healthy Horizons Program is sponsored by the University through the College of Pharmacy and Health Sciences Health and Wellness Center (“Health and Wellness Center”). The purpose of this Program is to promote healthful living by providing a comprehensive wellness package to you. This Program will assist you in improving your health, provide you with ongoing information and health education programs, help you lead a healthier life and stay well, and help you to identify your own health risks and ways to reduce these risks. The Healthy Horizons Program is not intended to replace your usual and appropriate medical care from your own physician or primary health care provider. It is intended to help you, with your physician’s support, improve your health through education and activities that focus on healthy behaviors.

What Materials Will I Receive From the Healthy Horizons Program?

You will receive materials that provide you with information regarding the services available through the Healthy Horizons Program. These materials will include a daily Healthier Butler U Blog that provides health and wellness information and a monthly newsletter regarding upcoming programs. You will also receive a Healthy Horizons reminder to schedule your Wellness Consult. Healthy Horizons Program activities will also be advertised in The Connection.

What Does The Healthy Horizons Program Offer?

The Healthy Horizons Program is a comprehensive evidence-based health promotion and wellness program. The Healthy Horizons Program is dedicated to improving the health and well-being of eligible participants by offering ongoing wellness consults (health screening and health risk assessment), health education programs and resources, and health improvement and disease management programs without having to leave campus. Healthy Horizons Program services include the following:

Health Education Programs and Seminars

These interactive health education seminars will introduce you to new ideas and activities that encourage healthy lifestyle habits such as regular physical activity, healthy eating, stress reduction, and weight management.

Medication Management

The Manage My Medications program offers you the opportunity to meet privately with a pharmacist to answer questions regarding your prescription and nonprescription medications and health conditions. Your medication profile will be checked for duplicate therapies, unwanted side effects, correct usage, drug/drug, and drug/food interactions. The pharmacist can also provide recommendations on how to
save you money on your medications and develop a medication action plan to help you achieve your health related goals. With your consent, our pharmacists can work with your physician or primary care provider to optimize your medications.

**Health Coaching**

Health coaching is a process that provides guidance in developing strategies for incorporating change and supports you with achieving your health goals.

**Quit Tobacco**

We offer a 6-week program that is designed to help you quit tobacco. During the program, you will meet privately with one of our clinically trained pharmacists to develop a personalized step-by-step plan to quit tobacco. Our pharmacists will also work to help you find key triggers and the best ways to avoid these in the future so you can lead a tobacco-free life.

**Diabetes Education and Diabetes Prevention**

Healthy Horizons has clinical pharmacists on staff who have expertise in managing diabetes, pre-diabetes, and risk factors for developing diabetes in order to keep you healthy. Meeting with a clinical pharmacist can help you monitor blood sugar levels, suggest dietary recommendations, advise a physical activity program, and answer any questions you have regarding your readings or medications.

**Health Management and Laboratory Services**

Healthy Horizons offers Health Management programs where our clinical pharmacists can help you manage a variety of health conditions. Our pharmacists can work together with your physician or primary care provider in order to determine the best treatment for you. All laboratory tests are available at no cost to you and results are sent to your physician or primary care provider upon request. In certain circumstances an order from your physician or primary care provider may be required to perform the laboratory test.
How Do I Begin Using The Healthy Horizons Program?
First, you will need to schedule an appointment with Healthy Horizons for your Wellness Consult. You can call 317-940-8143 or email healthyhorizons@butler.edu to schedule your appointment. Wellness Consults are scheduled for a 45 minute appointment and may be scheduled during the work day.
Prior to your Wellness Consult appointment you will be asked to complete a series of questions regarding your health. These questionnaires, the Registration Form and the Health Risk Assessment (HRA), will ask you about your current health habits and other health information that determine your health risks. Before you complete your Wellness Consult, you will need to complete a Butler University Health and Wellness Center Screening Consent and Release Form. This will be provided to you when your Wellness Consult is scheduled. Your Wellness Consult will be conducted by Health and Wellness Center clinical pharmacists and sixth-year pharmacy students (optional) may assist with your permission.

Wellness Consults consists of a health screening and health risk assessment. The health screening portion requires you to fast for 10-12 hours before the appointment and will consist of a complete cholesterol panel, hemoglobin A1c (diabetes screening), blood pressure assessment, weight and body mass index (BMI) measurement. Body composition analysis (body fat percentage) and measuring waist circumference are optional. The Health Risk Assessment (HRA) will ask you about your current health habits and other health information that determine your health risks. Our clinical pharmacists will also recommend specific screenings, vaccinations, and preventive strategies to improve your health and reduce chances of developing certain health conditions. Personalized health goals will be developed at the end of your appointment.

After your Wellness Consult is complete, you will receive your Personal Health Portfolio with the results of your screenings. Based on the information obtained during your Wellness Consult you will be advised of your health risks and ways to reduce these risks and improve your health. As required by law, your health information will be kept confidential at all times, and will only be shared with you. Results of your Wellness Consult can be sent to your physician or primary care provider upon your request with written authorization. This Program complies with the privacy requirements of the Health Insurance Portability and Accountability Act.

Health coaching appointments are available after your Wellness Consult. Health coaching is a process that provides guidance in developing strategies for incorporating change and supports you with achieving your health goals. Health coaching appointments are scheduled for 20-30 minutes and may be scheduled during the workday.

**Financial Incentives**

The Healthy Horizons Program provides two incentives for participation. These are described below:

- A financial incentive of $100 for completion of a Wellness Consult (health screening and health risk assessment) through Healthy Horizons will be available to all Butler employees (full or part-time).
- A financial incentive of $100 for completion of a Wellness Consult (health screening and health risk assessment) through Healthy Horizons will be available to spouses enrolled in Butler's group health plan.
- An additional $150 financial incentive is available to employees based on completion of the corresponding health coaching program that is determined by the individual's Wellness Consult results.
- An additional $150 financial incentive is also available to eligible spouses upon completion of the corresponding health coaching program that is determined by the individual's Wellness Consult results.

Note: All financial incentives under this Program, whether due to participation in the Program by an employee or the employee's spouse, are paid to the employee.

1. All Butler employees (full or part-time), as well as any spouses, enrolled in Butler's group health plan, have the opportunity to obtain $100 annually when they complete a Wellness Consult through Healthy Horizons.

2. Based on your Wellness Consult results an additional $150 can be obtained through the completion of the following within 12 months after the Wellness Consult:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
</table>
| A. If your body mass index (BMI) is 27 m²/kg or more or your hemoglobin A1c is 5.7% or more you will need to complete five health coaching sessions through Healthy Horizons within 12 months after the Wellness Consult | B. If your body mass index (BMI) is less than 27 m²/kg and your hemoglobin A1c is less than 5.7% you will need to:
- Complete two health coaching session through Healthy Horizons within 12 months after the Wellness Consult
  or
- Complete one health coaching session through Healthy Horizons and complete two Healthy Horizons health education seminars in person or online within 12 months after the Wellness Consult. |

Your health plan is committed to helping you achieve your best health. Financial rewards for participating in a wellness program are available to all employees (full or part-time), as well as any spouses enrolled in Butler's group health plan. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at 317-940-8143 or healthyhorizons@butler.edu and we will work with you (and if you wish, your doctor) to find another opportunity to earn the same reward that is right for you in light of your health status.
**How Can I Use The Healthy Horizons Program To Benefit Me?**

You may follow these steps:

- Identify your health risks by completing the Wellness Consult and review your Personal Health Portfolio with the Healthy Horizons clinical staff who will help provide ways to improve your health.

- Set realistic health goals

- Participate in the health coaching program to help achieve your health goals.

- Become better informed through the Healthier Butler U Blog and health education seminars in order to apply these strategies and skills to achieve your health goals.

- Learn about and use appropriate health resources and support.

- Work with your primary health care provider to help you stay well and encourage your pursuit of better health.

The University is pleased to offer the Healthy Horizons Program, and hopes you will find it to be valuable and helpful. The Program is part of the University’s group health plan and the Butler University Employee Benefit Plan. If your employment with Butler ends (or you otherwise incur a COBRA qualifying event as defined in the health plan), your eligibility to participate in the Program will also end. However, you may be entitled to continue participating in the Program for a limited period of time at your own expense pursuant to COBRA. Please contact Human Resources at 317-940-8525 for further information.