FOREIGN SERVICE BENEFIT PLAN
Not just for the Foreign Service anymore

SIMPLE STEPS TO LIVING WELL TOGETHER

The FOREIGN SERVICE BENEFIT PLAN has Health Plan Accreditation from the Accreditation Association for Ambulatory Healthcare, Inc.
The Foreign Service Benefit Plan (FSBP) enhanced its wellness program, Simple Steps to Living Well Together, to help identify your health risks and achieve your health goals.

The program allows you to earn wellness rewards along the way.

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Welcome to your updated FSBP Wellness Program! Complete any Wellness activity at any time, in any order. Earn any combination of the rewards, up to $400.

You can participate in several of the outlined activities. However, after you receive $400 in wellness credits, your main reward is achieving better health.

Here's how it works:

<table>
<thead>
<tr>
<th>Wellness Activity</th>
<th>Reward</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Risk Assessment (HRA)</td>
<td>$75</td>
</tr>
<tr>
<td>Biometric Screening &amp; Physical Exam</td>
<td>$100</td>
</tr>
<tr>
<td>Complete Healthy Actions (condition-specific)</td>
<td>$75 each</td>
</tr>
</tbody>
</table>

Wellness Rewards are credited into your account to help reimburse you for certain Eligible Medical Expenses, as defined by IRS Code Section 213(d). These include deductibles, coinsurances, and copays.

To earn Wellness Rewards, your wellness activities must be completed by December 31 except the Biometric Screening, which must be done by December 1.

NEW for 2021! FSBP added more Healthy Actions (non-condition specific) for all members. See page 6 for details.

Please allow 4 weeks for your rewards to be deposited into your Wellness Incentive Fund Account. You can obtain each reward once per calendar year.
Complete a Health Risk Assessment (HRA)

**HEALTH RISK ASSESSMENT**

**Wellness Reward: $75**

To guide your personal health goals, your attending provider must document a first trimester prenatal care visit. Preventative exams ensure that you stay in good health and allow you to discuss any concerns you have with a doctor.

- **An Annual Physical** can determine the general status of your health and detect health conditions early.
- A **Biometric Screening** assesses your overall health and measures physical attributes – blood pressure, glucose levels, cholesterol levels, height, weight, body mass index, and aerobic fitness.

To help identify personal health goals, use the HRA to set meaningful goals. Whether you need to lose weight, quit smoking, or just manage your overall health – FSBP’s wellness tools can help.

**Your HRA results provide a snapshot of your current health status and help identify personal health goals.**

**Complete your HRA and having a Biometric Screening & Physical Exam are important first steps to guiding your personal health goals.**

1. Visit afspa.org/fsbp and select “Helpful Links” and login/register
2. Select “Aetna secure member website”
3. Look for the “Stay Healthy” icon, select “Discover a Healthier You”
4. Complete your free online assessment (20 minutes), or
5. Call 855-406-5122 or 479-973-7168, to complete the HRA by phone (15 minutes)

**Complete a Biometric Screening & Physical Exam**

**Wellness Reward: $100**

Complete a Biometric Screening & Physical Exam

- Preventative exams ensure that you stay in good health and allow you to discuss any concerns you have with a doctor.
- **An Annual Physical** can determine the general status of your health and detect health conditions early.
- A **Biometric Screening** assesses your overall health and measures physical attributes – blood pressure, glucose levels, cholesterol levels, height, weight, body mass index, and aerobic fitness.

These standard exams can identify potential health risks and underlying medical issues.

You can complete your Biometric Screening and Physical during the same doctor visit. Pay no out-of-pocket expenses when you visit an in-network provider. You also can opt to get the screening at any Quest Diagnostics Patient Service Center (PSC).

**Register for your Biometric Screening**

1. Visit my.questforhealth.com (Registration Key – FSBP)
2. Locate a PSC location
3. Print the Biometric Screening Physician Results Form to take to your physician, or
4. Call 855-623-9355 to register by phone

To earn the $100 reward, you must complete both exams. Your Biometric Screening results must pass 3 of 5 metabolic syndrome criteria – HDL cholesterol, triglycerides, blood pressure, waist circumference, and glucose.

If you pass fewer than 3 criteria, you still can receive a $100 Wellness Reward by completing one of these programs – Mediterranean Wellness, Health Coaching, or Dietary & Nutritional Counseling (described on page 6).

**BIOMETRIC SCREENING & PHYSICAL EXAM**

**Wellness Reward: $100**

**CONDITION-SPECIFIC HEALTHY ACTIONS**

If you use tobacco, are pregnant, and/or have high blood pressure, metabolic syndrome/pre-diabetes, or diabetes – you may be eligible for a wellness reward. FSBP will contact qualified members, identified by your medical claims. Submit the appropriate documentation for the Healthy Action(s) as described below or participate in the corresponding wellness programs described on page 6.

**Healthy Actions For Qualified Members**

<table>
<thead>
<tr>
<th>Action</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Controlling Blood Pressure</td>
<td>Your provider must document controlled blood pressure readings (below 140/90) – on two separate calendar year visits. If you are unable to meet this goal, you can earn a reward by completing one of these wellness programs: Mediterranean Wellness, Livongo for Hypertension, or Health Coaching.</td>
</tr>
<tr>
<td>Controlling Metabolic Syndrome/Pre-Diabetes</td>
<td>Your provider must document test results showing: a 5% weight reduction, a 10% triglyceride reduction, or a 5% HDL increase. If you are unable to meet this goal, you can earn a reward by completing one of these wellness programs: Mediterranean Wellness or Dietary &amp; Nutritional Counseling.</td>
</tr>
<tr>
<td>Controlling Hemoglobin A1c (HbA1c)</td>
<td>Your provider must document lab results of less than 8% HbA1c. If you are unable to meet this goal, you can earn a reward by completing one of these wellness programs: Mediterranean Wellness, Dietary &amp; Nutritional Counseling, Diabetic Education, or Livongo for Diabetes.</td>
</tr>
<tr>
<td>Prenatal Care</td>
<td>Your attending provider must document a first trimester prenatal care visit. The submitted medical records should include Obstetric Panel testing, an ultrasound, or prenatal exam.</td>
</tr>
<tr>
<td>Eliminating Tobacco Usage</td>
<td>Participate in FSBP’s Tobacco Cessation Program. Complete at least two (2) quit attempts. This includes four (4) tobacco cessation counseling sessions, at least 30 minutes each.</td>
</tr>
</tbody>
</table>

**THE PAGE 6 CHART DESCRIBES THE WELLNESS PROGRAMS THAT CORRESPOND WITH THE BIOMETRIC SCREENING AND CONDITION-SPECIFIC HEALTHY ACTIONS.**
## Alternate Programs that Correspond with Wellness Activities on Pages 4 & 5

<table>
<thead>
<tr>
<th>Biometric Screening</th>
<th>Condition-Specific Healthy Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Diabetic Education</strong> provides educational materials and support. The resources are designed to help manage and control diabetes.</td>
<td>☑️</td>
</tr>
<tr>
<td><strong>Dietary and Nutritional Counseling</strong> offers three (3) individual and group behavioral counseling visits. Speak with a professional to assess your dietary habits and health needs.</td>
<td>☑️ ☑️</td>
</tr>
<tr>
<td><strong>Health Coaching</strong> provides support, guidance, and resources as you work towards your wellness goals. Talk to a coach about tobacco cessation, weight management, exercise plans, nutrition questions, and stress management. See more below.</td>
<td>☑️ ☑️</td>
</tr>
<tr>
<td><strong>Livongo® for Diabetes</strong> offers a connected glucose meter, unlimited test strips, access to certified diabetes coaches, and more. To earn a reward, check your blood glucose with your provided meter at least four (4) times per month, four (4) months in a row. Note: Always follow your provider’s glucose testing frequency instructions.</td>
<td>☑️</td>
</tr>
<tr>
<td><strong>Livongo® for Hypertension</strong> provides a connected blood pressure monitor, real-time readings, counseling by a clinical coaching team, and more. Earn a reward by checking your blood pressure with the provided cuff at least two (2) different days per month, four (4) months in a row. Note: Always follow your provider’s blood pressure testing frequency instructions.</td>
<td>☑️</td>
</tr>
<tr>
<td><strong>Mediterranean Wellness</strong> offers an 8-week online program to help reach your personal fitness and nutrition goals. Access a registered dietitian and support manual to help manage your weight.</td>
<td>☑️ ☑️</td>
</tr>
</tbody>
</table>

### General (non-condition specific) Healthy Actions – For All Members

**Digital Coach Programs®**
- Nine (9) coaching programs address your health challenges and unique goals.
- Receive digital resources for:
  - weight management
  - nutrition
  - blood pressure
  - tobacco use
  - exercise

Earn up to $150. Gather hearts by completing activities to move up in levels. Reach level 3 to earn $75 and level 4 to earn an additional $75.

**Health Coaching**
- In addition to an alternate program (above), Health Coaching can serve as a stand-alone Healthy Action.
- Talk on the phone 15 - 30 minutes with a coach to work towards your wellness goals. The length and frequency of the sessions depend on your needs.
- Earn up to $150. Complete 6 sessions for $75 and 8 sessions to earn an additional $75.

**Preventive Activities**
- Preventive care is vital to your health – including regular health screenings, check-ups, etc.
- Earn Wellness Rewards for participating in the following:
  - Breast Cancer Screening = $25
  - Cervical Cancer Screening = $25
  - Flu shot = $25
- Activities are identified through claims data or by submitting documentation, if needed.

To learn more about the Wellness Program, visit [afspa.org/fsbp/wellness](http://afspa.org/fsbp/wellness) or call 202-833-4910.
WE WANT TO HELP YOU BECOME HEALTHIER — STARTING NOW

The **FOREIGN SERVICE BENEFIT PLAN** wants to help you be at your healthiest. We want you to embrace wellness, improve your health, and change your life. Try the *Simple Steps to Living Well Together* program.

**Make wellness a priority.** Are you ready to take advantage of your wellness benefits? Start on the pathway to change today – and discover how your **FSBP** health and wellness benefits can really make a difference.

Get started by taking your **Health Risk Assessment** today. Visit [afspa.org/fsbp/wellness](http://afspa.org/fsbp/wellness) to learn more about your available wellness benefits, programs, and rewards.

**Wellness isn’t far away!**

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**For more information or questions, please contact us:**

**FOREIGN SERVICE BENEFIT PLAN**
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Washington, DC 20036

**Secure Message:** [afspa.org/fsbp411](http://afspa.org/fsbp411)
**Website:** [afspa.org/fsbp](http://afspa.org/fsbp)

**Protective Association**
Hours of Operation: Monday – Friday
8:30am to 5:30pm (EST)

**Email:** afspa@afspa.org
**Website:** [afspa.org](http://afspa.org)

**Telephone:** 202-833-4910