

2023 Wellness Program FAQ

Do I have to participate in the Wellness Program?

No, the program is voluntary.

Are my results kept confidential?

Yes. Bravo does not share your personal health information with Graco. They only communicate incentive amounts and group data to show Graco their health trends.

How do I enroll?

Enrollment is easy and consists of two steps. Log into [Bravowell.com/graco](https://bravowell.com/graco) and complete the registration process and sign-up for an onsite screening. If you are unable to attend an onsite screening, you may download a provider screening form to take to your healthcare provider.

Do I need to enroll every year?

Yes, if you want to receive the medical plan credit or company-funded H.S.A. contribution, annual enrollment in the program must be completed by both employees and spouses if applicable.

Can I achieve the platinum level even if I don't meet all of the goals?

Yes, the Graco Wellness Program is designed to provide all participants with a fair chance of achieving the highest level. If you didn't meet the goal(s) last year, but improved one level, you'll still earn the reward! If we have results from a prior screening, improvement will be automatically considered. You will also be provided with the information needed to request an alternative goal, online course or file an appeal. Contact Bravo at 877-662-7286 within **60 days** of receiving your results letter. They will work with you (and if you wish, with your doctor) to set targets that are reasonable to you in light of your health status so you still have a chance to earn the same reward.

As an example, if you don't meet the BMI goal, you can contact Bravo and they will provide you an alternative goal such as lose 10 lbs. or complete an online course. You will have 90 days to achieve the alternative goal to receive maximum points.

What is a BMI secondary measure?

It's a measurement used to correct an elevated BMI result that is due to lean muscle mass. This means if you don't pass the BMI result, then a secondary measure will allow you to still earn the BMI points. Waist measurement is the secondary measurement performed and to achieve the goal, you must meet the criteria below:

Waist Measurement	
Gender	Less Than
Male	37 inches
Female	34.5 inches

I don't think my results are correct, what can I do?

If you feel that your results are incorrect, submit an appeal form to Bravo within **60 days** of receiving your results letter. The appeal form can be found on the dashboard of your Bravo account under "Program Resources" at [Bravowell.com/graco](https://bravowell.com/graco).

I have a medical condition that prevents me from meeting a goal. Can I still participate?

Yes, you can receive the maximum points if it's unreasonably difficult for you to meet a goal due to a medical condition or it's medically inadvisable for you to meet or attempt to meet a goal. You will need to submit an appeal form to Bravo within **60 days** of receiving your results letter. The appeal form can be found on the dashboard of your Bravo account under "Program Resources" at [Bravowell.com/graco](https://bravowell.com/graco).

Can I increase my Wellness level if I improve one of my health factors during the 2023 program year?

Yes. If an employee improves one or more health factors during the program year, and their health factor improvement(s) would increase their point total to the next wellness level, they can submit their new results and will start receiving wellness credits or HSA contributions at the higher level for the remainder of the year. Once they submit their new results, it takes approximately four to six weeks to start receiving their new wellness credit or HSA contribution amount. Employees can submit a Type 3 appeal through July 31 of the current wellness program year, and achieve maximum points for all appeals if approved by Bravo. This new achievement level is not retroactive. The appeal form can be found on the dashboard of your Bravo account under "Program Resources" at [Bravowell.com/graco](https://bravowell.com/graco).

If my spouse decides to join the Wellness program, can I get credit for the points they earn?

Yes, however, these changes are not retroactive.

If I file an appeal, do I have to pay for any insurance co-pays or out-of-pocket expenses to see my doctor?

Yes, it is the Wellness participants' responsibility to pay for any out-of-pocket medical expenses. Graco's Wellness Program follows all Affordable Care Act (ACA) wellness regulations regarding wellness program appeals and uses Bravo to manage the appeals process.

What are my 2023 health screening options?

- **Personal Health Care Provider or visit a Retail Clinic**
 - Download the provider form and instructions. The form is located at [Bravowell.com/graco](https://bravowell.com/graco) (log in and click on Health Screening).

When will I receive my results letter?

Participants will receive a results letter and health report from Bravo within four to six weeks after health screening results has been submitted to Bravo.

What are the deadlines for submitting health screening results to Bravo?

Results (based on lab date) sent prior to July 1 (January 1 to June 30): Results are to be used for the current plan year. If the participant has made health improvements, they will have **60 days** from the date of their results letter to file an appeal (information on how to file an appeal is included in your results letter).

Results (based on lab date) sent July 1 and later (July 1 to December 31): Results will be used for the upcoming plan year (2024).

For more details on the Wellness Program, visit mybenefits.graco.com and click on "Wellness Program" or contact Breanna Morries, 612-623-6223 or bmorries@graco.com.