

GEISINGER HEALTH PLAN

Business Update

Quarter 2 2023



Geisinger

Spotlight: Regency Plus keeps employees healthy and motivated

Regency Plus, a producer of handcrafted, maintenance-free vinyl replacement windows in Mount Carmel, has offered Geisinger Health Plan to their employees since 2012. In 2022 they began offering a wellness program, which is popular and has a high rate of employee participation.

CEO Gary Fanelli has always recognized the importance of overall well-being in a workforce. So he offers the wellness program to all of his employees, regardless of insurance coverage. Regency Plus's wellness program was designed to help employees understand their current health status, with an emphasis on diabetes and hypertension. Knowing where their blood glucose and blood pressure numbers lie in comparison to the desirable ranges helps employees take an active approach to their health, identify their risk of certain diseases and prevent or manage chronic conditions.

Beyond the incentive of achieving better health, Mr. Fanelli offers a PTO day for every employee who successfully completes the Smart Steps program. Smart Steps encourages people to adopt healthy behaviors and improve body mass index, cholesterol and tobacco cessation.

Continues on p. 2

In this issue:

- 2 Public health emergency ending: What does this mean for you?
- 2 Prescription drug reporting deadline is May 5
- 3 Preventing work injuries
- 3 How behavioral health services can help your employees

Regency Plus had 64 employees register for the Maintain, Don't Gain challenge in November. The challenge held participants accountable for monitoring their weight during the holiday season. Over 95% of the employees who registered completed the challenge in January 2023. And that's an accomplishment. "This is the highest participation rate we've seen," said Kelley Monahan, GHP wellness team coordinator.

Employees of Regency Plus embrace the wellness program wholeheartedly. They say they enjoy the on-site convenience and are motivated by the extra PTO day — along with benefiting from the healthy habits and preventive health measures.

Having the company CEO invested in his employees' health and well-being is key. But the benefit goes both ways. By offering this program, he's helping his workers be healthier, which means less absenteeism and decreased costs for the company. Mr. Fanelli plans to continue with various challenges promoting health, building on the program each year.



Tom Cohoon and Darlene Foltz enjoy the kickoff event.

Learn about Geisinger's health and wellness services for your employees by calling 866-415-7138.

Public health emergency ending: What does this mean for you?

On Jan. 30, the Biden administration announced that the federal public health emergency (PHE) is ending on Thursday, May 11. During the PHE, cost-sharing for COVID-19 specific services (such as testing, vaccines, treatments and telehealth services) was waived.

After the PHE ends, Geisinger Health Plan will continue to cover the cost of vaccinations. However, cost-sharing for COVID-19 testing and treatment performed at a provider, urgent care or pharmacy will be reinstated. Members will be responsible for their plan-specific copay, coinsurance or deductible.

Teladoc/telehealth services will be covered with no cost-sharing through May 11. After that time, plan-specific copays, coinsurance and/or deductibles will apply.

Learn more: [geisinger.org/phe](https://www.geisinger.org/phe)



Employer action item: Prescription drug reporting deadline is May 5

The Consolidated Appropriation Act (CAA) of 2021 requires insurance companies and employer-based health plans to submit information about prescription drug and healthcare spending to the Departments of Health and Human Services, Labor and Treasury.

By Friday, May 5, employer groups enrolled in an Affordable Care Act (ACA) or a "grandmothered" (KYP) plan must submit an online form to provide required information that meets 2022 prescription drug data collection (RxDC) requirements. Groups will receive a mailed postcard with a QR code, or they can fill out the online form at [geisinger.org/rxreporting](https://www.geisinger.org/rxreporting).

- No action is required for employer groups enrolled in any other plan type. Geisinger will use the premium contributions submitted upon the group's enrollment.
- Self-funded clients (excluding GFA) who would like GHP to file for reference year 2022 should respond to the request received from their GHP sales representative.



Geisinger's deadline to submit RxDC reporting is June 1. Failure to provide this information will result in an incomplete submission and employer group noncompliance.

Thanks for your help in meeting this requirement.

Need a reason to trust Geisinger? How about three?

Geisinger Commercial Group has received the J.D. Power Award for best commercial health plan in Pennsylvania three years in a row, 2020–2022, ranking No. 1 in customer satisfaction in terms of coverage and benefits, cost, information and communication, and customer service.



Preventing work injuries

It's clear that certain occupations are more dangerous than others. But your employees don't need to be digging ditches to have a workplace injury. In fact, people who spend their workday hunched over a desk are also at risk of getting hurt.

Back problems, like low back pain and spinal degeneration, can be triggered or worsened from inactivity just as easily as they can from lifting something improperly.

With a few tips, you and your employees can reduce the risk of work injuries:

Lift heavy items properly

When you lift heavy boxes or other objects, make sure you're doing it safely. Start by standing close to the object with your feet shoulder-width apart. Squat down, bending your knees (not at the waist) and tighten your stomach muscles — to prepare yourself to lift, imagine someone is about to hit your stomach and you'll flex those abdominal muscles.

Make exercise part of your routine

Because obesity puts extra stress and pressure on your spine, at-home workouts are a great way to stay in shape — and keep your spine strong. Doing cardio activities, such as walking, running or biking, can help you shed lots of extra pounds.

Core-strengthening exercises are also great for building more support for the spine. Schedule breaks to take a quick walk or even do a 5- to 10-minute core-strengthening exercise routine.

Stay active at work

If you sit at a desk all day, get up and walk around every hour or so. Your back needs to move — and doing so will strengthen your muscles and help keep your spine from feeling stiff.

If you have a conference call, try standing for part of it. Find other ways to take breaks and move throughout the day, like visiting the bathroom or filling your coffee cup.

Make changes to your workstation

When sitting at your desk, adjust your chair to support your back. Make sure you have proper lumbar support to fit the inward curve in your lower back. Your feet should rest flat on the floor. Try not to cross your legs.

If you're in front of a computer, keep your monitor at arm's length and the top of the screen at eye level. When typing, do it lightly, keeping your wrists in a neutral position — no bending up or down or to the side — and don't rest them on the table or keyboard. A wrist pad for your keyboard and mouse can lessen wrist pain.

When using a phone, put it on speaker for calls or wear a headset. Don't cradle the phone between your head and shoulder when typing or writing, which can cause neck and back pain.

Give your eyes a break from the computer screen every so often. Close your eyes and refocus on objects that are farther away.

The road to recovery

If you do get injured, ask your doctor for a referral to an orthopaedic specialist. They can diagnose the source of your pain and create a treatment plan to get you back to better as soon as possible.



How behavioral health services can help your employees

You know how important it is for your employees to maintain good physical health. But good mental health is just as important. Everyone faces challenges in life, but there are practical tools that can improve mental health and increase emotional strength.

Some of the benefits of good employee mental health:

- Increased productivity
- Improved social interaction and participation
- Better physical health
- Greater happiness and engagement

Start a conversation with your employees about improving their mental health and well-being. Need a few tips? Call our behavioral health team at 888-839-7972.

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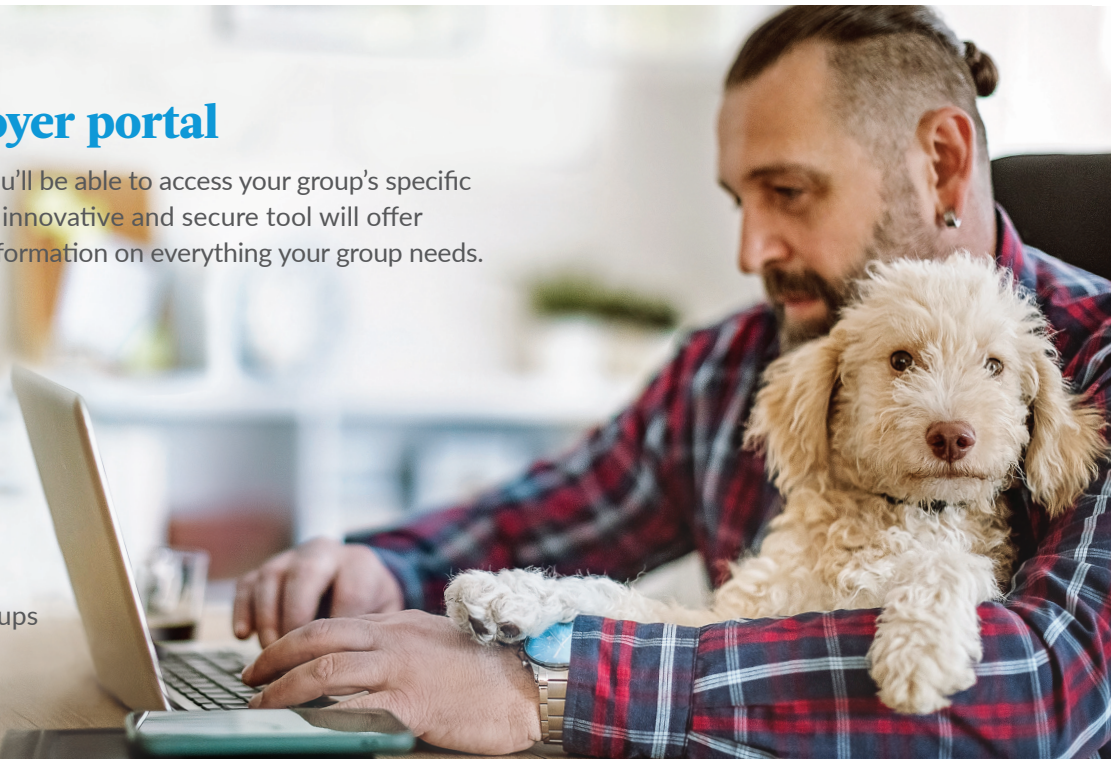


Coming soon: New employer portal

With the new and improved employer portal, you'll be able to access your group's specific information when and where you need it. This innovative and secure tool will offer employers a direct connection for up-to-date information on everything your group needs.

- Employer group business updates
- Account management & plan administration
- Complete enrollments/disenrollments
- Change employee demographics/primary care providers
- View and request ID cards
- View and pay premium invoice statements
- Financial funding reports for self-funded groups

Watch for your invitation this summer!



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