

Healthy Lifestyles Premium (HLP) Discount Program 2025



Part of the BayCare Clinic
Company-Sponsored Health Plan

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INTRODUCTION

The Healthy Lifestyle Premium Discount Program (HLP) was implemented on January 1, 2010 to promote health and wellness to our employees/physicians. The program also helps contain escalating healthcare costs to BayCare Health Plan members. This voluntary program is designed to assist Health Plan members to take ownership of their health and reward them for doing so.

If you meet the criteria outlined in the program, you will be rewarded with monthly discounted health premiums, saving you as much as \$236 per month.

The program is available to all **employees/Physicians/spouses/domestic partners** who utilize the Health Plan. The Healthy Lifestyles Program does not include adult children in the program due to the logistics of scheduling their fitness assessments. **Please note: The Company reserves the right to *determine goal setting and the successful completion of goals, discount eligibility and to deny participation at its sole discretion.*** The Company further reserves the right to change or modify any or all elements of the program as it sees fit. Disrespectful, abusive, demeaning, or improper behavior directed toward BayCare staff and/or those contracted to administer the Program will not be tolerated.

PREMIUM DISCOUNT AMOUNTS

Selected Medical Insurance Coverage	Monthly Savings Off Your 2025 Medical Premiums
Single, EE+CH, Family (1 adult) (Program does not consider dependent children over 18 years of age)	\$156.00
EE+SP, Family (2 adults) (If you have 2 adults on your medical plan but only one of you meet the required qualifications)	\$99.00
EE+SP, Family (2 adults) (If you have 2 adults on your medical plan and both of you meet the required qualifications)	\$236.00

**Physicians and Partner Physician discounts will be awarded on an annual basis, rather than bi-weekly.*

HEALTHY LIFESTYLES PREMIUM DISCOUNT PROGRAM QUALIFIERS

To qualify for the HLP, the participating adult must:

- Be enrolled in the BayCare Health Plan as a full- or part-time employee.
- Be a non-tobacco/non-nicotine user (you will be required to sign a tobacco/nicotine-free affidavit and are subject to random testing). This prohibition also applies to electronic cigarettes.
- Schedule a quarterly fitness assessment with a licensed Aurora BayCare Fitness Center trainer. If, at any time, you test in the “excellent” category, you will only be required to test the following December (refer to FITNESS ASSESSMENT: ANALYZING THE DATA on page 15).
- Meet the approved Biometric Measurements/Cardiovascular Measurements/Muscular Strength/Flexibility Measurements OR be successful in reaching your Goal Oriented Health Improvement Plan (GOHIP) each quarter.

TOBACCO CESSATION PROGRAM

- If a Health Plan member uses smoking or tobacco/nicotine products, as designated on the affidavit, and wishes to quit to be eligible for the Program, enrollment in a smoking and tobacco/nicotine cessation program is required (even if the program proves unsuccessful). Please contact Human Resources to request information on Aurora’s EAP Tobacco Cessation Program.
- Proof of program completion must be provided to Human Resources within 60 days of the employee/spouse/domestic partner’s initial assessment or they will lose the discount and be responsible for re-paying discounts received through that date.

BIOMETRIC CRITERIA

- Biometric criteria follows widely approved parameters based on age and gender in the categories of Biometric Measurements, Cardiovascular Measurements and Muscular Strength/Flexibility Measurements.
- Biometric criteria will be taken at the beginning of the plan year and quarterly throughout the year (if needed).
- The premium discount will be applied if one of two criteria are met:
 - You meet approved biometric criteria parameters based on your age and gender OR
 - You achieve your quarterly GOHIP (Goal Oriented Health Improvement Plan) each quarter
- **Individuals with a BMI= <19 or Body Fat % = <10% female, <4% male will be required to return quarterly for assessments.**

EXEMPTIONS

- GOHIP's will take into account any health conditions documented by a participant's physician via the MD Excuse Form
 - Should a health condition or restricting injury that could interfere with a GOHIP occur during a quarter, HR must be contacted immediately so that a GOHIP may be adjusted if warranted.
 - If a health condition or restricting injury precludes a participant from FULL participation in a quarterly assessment (meaning, the participant cannot complete an aspect of the assessment), the HLP MD Excuse Form has been created - can be found on SharePoint.
 - The MD Excuse Form must be filled out by the participant's physician, specifically indicating which aspects of the assessment the participant is unable to complete. It is **YOUR** responsibility to ensure this process is completed.
 - If a participant is exempt from any aspects of the assessment, they must make an appointment for an assessment within two weeks of being medically released from restrictions and test on those aspects previously exempt from.
- Failure to meet the biometric criteria or GOHIP will render a person ineligible for the discount and you will be considered "out of the program."
- **Please note: there is no way to be exempt from the biometric portion of the assessment.**

If you answer "Yes" to one or more of the questions listed below, you will be required to present to your next assessment with a medical clearance from your Primary Care Physician (if you don't already have one in place), permitting you to participate in the program.

1. Do you have arthritis, osteoporosis, or back problems not controlled with medication/treatment?
☐ Yes: _____ ☐ No
2. Do you have cancer and are currently being treated with chemotherapy or radiation?
☐ Yes: _____ ☐ No
3. Do you have a heart or cardiovascular condition that is not controlled with medication/treatment? This includes coronary artery disease, heart failure, diagnosed abnormality of heart rhythm.
☐ Yes: _____ ☐ No
4. Do you currently have high blood pressure not controlled with medication? (Resting BP > 160/90)
☐ Yes: _____ ☐ No
5. Do you have any metabolic conditions not controlled with medication? This includes Type 1 Diabetes, Type 2 Diabetes, Pre-Diabetes.
☐ Yes: _____ ☐ No
6. Do you have any mental health problems or learning difficulties not controlled with medication/treatment? This includes Alzheimer's, dementia, depression, anxiety disorder, eating disorder, psychotic disorder, intellectual disability, Down syndrome.
☐ Yes: _____ ☐ No
7. Do you have a respiratory disease not controlled with medication/treatment? This includes chronic obstructive pulmonary disease (COPD), asthma, pulmonary high blood pressure.
☐ Yes: _____ ☐ No
8. Do you have a spinal cord injury or other neurologic condition affecting ability to exercise.
☐ Yes: _____ ☐ No
9. Have you had a stroke? This includes transient ischemic attack (TIA) or cerebrovascular event.
☐ Yes: _____ ☐ No
10. Do you have any other medical condition not listed above that may affect your ability to exercise.
☐ Yes: _____ ☐ No

PREGNANCY

If a participant becomes pregnant while participating in the Healthy Lifestyles Premium Discount Program, you must complete the following:

- Provide medical documentation of the pregnancy to your trainer.
- Continue to schedule your regular quarterly assessments with the trainer. Coaching and discussion of alternative fitness options for pregnant women will take place in lieu of normal assessment testing.
- Schedule a fitness assessment with your trainer **6-8 weeks postpartum**, (unless directed otherwise by the treating physician). If this does not happen, you will be ineligible and be considered “out of the program” in which you need to follow the re-test criteria to re-join the program.

Please note: If you are not in Healthy Lifestyles and become pregnant, you will need to wait until you are 6-8 weeks post-partum (provided you are medically released) and go through the re-test criteria (if applicable). This does not apply to new employees or their spouses/domestic partners – new employees that are pregnant upon hire (or a spouse/domestic partner that is pregnant) can schedule an assessment immediately.

REASONABLE ALTERNATIVE STANDARDS AND APPEALS

If you are unable to meet the criteria set forth by the Healthy Lifestyle Premium Program due to a health or physical condition, you may request a reasonable alternative standard through filing an appeal. If you do not meet your GOHIP, you have two weeks from your assessment to file an appeal. If your appeal is granted, you will be given a reasonable alternative goal to meet during the next quarterly assessment date. The reasonable alternative standard will be issued to the participant within 2 weeks of receiving the appeal.

- All reasonable alternative standards will be determined on a case by case basis. To submit an appeal, you will need to follow the process below:
 - Obtain documentation from your physician indicating the nature of the health or physical condition, the limitations created by the condition and the resulting restrictions to activity.
 - Submit the above information to Brittany Gehrke, HR Generalist & Wellness Coordinator via email, brittany.gehrke@baycareclinic.com. The submitted documentation will be reviewed by the appeals team.

INELIGIBILITY

You are considered “out of the program” and ineligible for the discount if you fail to meet your last GOHIP or you miss a quarterly assessment. You should not attend quarterly assessments until you have successfully tested back into the program by completing a re-test (outlined below).

RE-TEST CRITERIA

- To re-test and re-join the discount program, you must:
 - Meet the **last goal (GOHIP)** that was given to you by your trainer **AND** pay the \$50 re-test fee via payroll deduction. This re-test can be done at any time.
- You will need to schedule a re-test assessment with a trainer by calling the **Aurora BayCare Fitness Center at (920) 288-5491**. If you schedule an assessment and do not show, or give less than 12 hours' notice that you are unable to attend, you will be charged \$25 via payroll deduction.
 - If this re-test takes place within two weeks from the last assessment, the trainer is permitted to test only the portion of the assessment that the participant failed to meet at the last assessment. The \$50 re-test fee will be charged.
 - BODY FAT RE-TEST: if you failed to reach a body fat GOHIP, you must wait at least 2 weeks from your assessment to re-test. If you re-test between 2 and 4 weeks from your assessment date, you will only need to be tested on body fat. After 4 weeks, you will need to complete the entire assessment. The \$50 re-test fee will be charged in both instances.
- Should you meet the last goal given to you, you will again qualify for the discount and a new GOHIP will be assigned, if applicable, which will be prorated based on where, within the given quarter, the re-test occurs.
- The discount will be effective on the next possible paycheck.

PRESCRIPTION FOR FITNESS BENEFIT

This insurance benefit allows you to utilize a personal trainer to meet your health and fitness goals. The company sponsored health plan pays 90% leaving the participant to pay 10%, with a maximum of \$1,000 annually to be used. **Please note: if you are enrolled in the High Deductible Health Plan, you will need to have met your deductible for Prescription for Fitness services to be covered at 90%.** The benefits of exercise will lead to healthy lifestyles and alleviate the complications of depression, diabetes, hypertension, obesity, stress and musculoskeletal pain, to name a few. You must obtain a prescription from a physician, which is good for one year. To schedule an appointment with a trainer, call **920-288-5491**.

PREPARING FOR YOUR QUARTERLY FITNESS ASSESSMENT APPOINTMENT

If you are new to the Healthy Lifestyles Premium Discount Program (either a new employee or now deciding to enroll into the program for the first time), you will schedule your first appointment with the Aurora BayCare Fitness Center by calling: **920-288-5491.**

- **To schedule a fitness assessment** (once you are already established into the program):
 - Choose your assigned week according the first letter of your last name (each quarter, members will be divided equally into 4 assigned weeks to prevent members from switching to latter weeks thereby ensuring they meet their goal). Schedules will be posted quarterly by the Human Resources Department indicating when it is acceptable to schedule a quarterly assessment.
 - If you do not schedule within your assigned week, you will need to pay \$10 cash fee at the time of your appointment. Exceptions will be made based upon trainer availability & pre-planned vacations. If you know you will need to request an assessment outside of your assigned week, please contact Brittany Gehrke, HR Generalist and Wellness Coordinator, prior to scheduling at the Aurora BayCare Fitness Center.
 - If you schedule your assessment and do not show, or give less than 12 hours' notice that you are unable to attend, you will be charged \$25 via payroll deduction.
 - Every attempt should be made to schedule in the same week each quarter.
 - Appointments are on a first-come, first-serve basis.
 - Each fitness assessment is scheduled for 45 minutes.
 - **If you and/or your spouse/domestic partner are in need of an interpreter when scheduling the assessment and/or during the assessment, please inform Brittany in HR prior to scheduling.**

2025 QUARTERLY ASSESSMENT DATES

The following criteria has been established by Aurora BayCare Fitness Center trainers and contains the details of the BayCare Healthy Lifestyles Program.

	Alpha	QUARTER 0	QUARTER 1	QUARTER 2	QUARTER 3
WEEK A	A – Ha	December 2 – 6, 2024	March 3 – 7, 2025	June , 2 – 6 2025	August 29 – September 5, 2025
WEEK B	He – Ma	December 9 – 13, 2024	March 10 – 14, 2025	June 9 – 13, 2025	September 8 – 12, 2025
WEEK C	Mc – Schn	December 16 – 20, 2024	March 17 – 21, 2025	June 16 – 20, 2025	September 15 – 19, 2025
WEEK D	Scho – Z	December 23 – 31, 2024	March 24 – 28, 2025	June 23 – 27, 2025	September 22 – 26, 2025

*****If a new hire or re-test assessment is 6 weeks or less away from the quarterly assessment, the participant's assessment will be scheduled the following quarter.**

ASSESSMENT DAY EXPECTATIONS

- Arrive 10-15 minutes early for your appointment to complete the correct paperwork prior to the assessment. **You will be asked to reschedule your appointment if you bring children or pets to your fitness assessment.** If you are asked to reschedule, you will need to pay the \$25 fee and potentially the \$50 re-test fee, both of which will be deducted from your paycheck.
- If you schedule your assessment and do not show or give less than 12 hours' notice that you are unable to attend, you will be charged a \$25 fee via payroll deduction. If extenuating circumstances arise and you need to cancel with less than 12 hours' notice, please contact Brittany Gehrke in Human Resources prior to canceling your appointment. Exemptions from the \$25 fee will be handled on a case by case basis.
- Avoid moderate or vigorous activity an hour prior to your fitness assessment.
- Dress appropriately for your fitness assessment. Locker rooms are available at the Fitness Center to change before or after your appointment.
- Footwear made for walking, running, cross-training, etc. must be worn for the cardiovascular portion of the assessment.
- Wear lightweight t-shirt and shorts so trainers can take a skinfold measurement of your arm, stomach, hip and front of thigh. These cannot be done over clothing.
- Avoid eating a large meal or consuming caffeine within one hour of your appointment.
- Bring water or a sports drink to stay hydrated during and after your fitness test.

FITNESS ASSESSMENT: COLLECTING THE DATA

A. BIOMETRIC MEASUREMENTS

1. BMI (Body Mass Index)

All participants will have their BMI recorded, which is done by taking height and weight measurements.

- If BMI is below 30.00, body fat percentage will be calculated.
- If BMI is above 30.01 but below 31.99, body fat percentage will be done at the trainer's discretion.
- If BMI is above 32.00, body fat percentage will not be calculated.

2. Body Fat Percentage

Participants with a BMI below 30 (or those above 30 who the trainer deems eligible for body fat testing) will have their body fat measured with a skinfold caliper.

Procedure:

1. All measurements will be made on the right side of the body. Tester will gently separate skin and fat from the muscle before applying calipers.
2. Caliper will be placed 1 cm away from the thumb and finger, perpendicular to the skinfold, and halfway between the crest and base of the fold.
3. Pinch will be maintained while reading the caliper.
4. Tester will wait 1 to 2 seconds (and not longer) before reading caliper.
5. Tester will take 2-3 measurements at each site. If two of the measurements are the same there will be no third measurement. If the first and second measurements are different a third will be taken.

Skinfold Site	Description
Triceps	Vertical fold; on the back side of the upper arm, halfway between the shoulder and elbow, with the arm held relaxed at the side of the body
Abdominal	Vertical fold; 2 cm to the right side of the umbilicus
Suprailiac	Diagonal fold; in line with the natural angle of the iliac crest (hip bone) taken slightly to the front and immediately above the iliac crest
Thigh	Vertical fold; on the front midline of the thigh, midway between the top of the knee cap and the inguinal crease (top of the thigh)

Body Fat Percentage Scores (Percentage)

Age	18-29		30-39		40-49		50-59		60+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	24	17	25	21	28	23	32	24	33	25
EXCELLENT	21	14	22	18	25	20	29	22	29	22

Resource: Adapted from American College of Sports Medicine (ACSM)

3. Waist to Hip Ratio

Waist and hip circumference will be measured on all participants. The waist to hip ratio (WHR) will be calculated and recorded by the trainer. In instances where a participant's BMI is greater than or equal 30, but body fat percentage is within normal range, the trainer will use the WHR as a guide to determine which calculation will be used.

Age	18-59		60+	
Gender	F	M	F	M
BELOW AVERAGE	>.85	>1.0	>.90	>1.03
AVERAGE	.80 - .85	.90 - 1.0	.80 - .89	.90 - 1.02
EXCELLENT	<.80	<.90	<.80	<.90

B. CARDIOVASCULAR MEASUREMENTS (one of the following will be completed)

1. 3-Minute Step Test

Participants will complete the step test to determine cardio-respiratory fitness level.

Procedure:

1. Participant will step up and down rhythmically on a 12-inch high step platform for 3 minutes.
2. A metronome "ticking" the tempo at 96 beats per minute will set the pace.
3. Heart rate will be taken immediately and for 1 minute after the 3 minutes of stepping.

Step Test Scores (Heart Rate)

Age	18-25		26-35		36-45		46-55		56+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	<117	<117	<119	<119	<120	<120	<120	<120	<118	<118
EXCELLENT	<108	<108	<111	<111	<115	<115	<115	<115	<112	<112

Resource: Y's Way to Physical Fitness, YMCA of America

2. Rockport Walking Treadmill Test (can only be performed in Green Bay at the Fitness Center—not an off-site assessment option)

If the participant is unable to complete the 3-Minute Step Test due to lower body extremity injury AND has a physician's note, or malfunction, the Rockport Test will be completed.

Procedure:

1. Participant will walk one mile as fast as possible on a treadmill without holding on. Arms must move freely.
2. Pulse rate will be taken immediately after finishing the one mile.
3. To determine VO2max, the tester will use participant's age, weight, time to walk the mile and ending pulse rate in a formula.

Please note: It is at the trainer's discretion to utilize the treadmill test during the assessment. Client preference will not be given unless you are able to provide the above documentation.

Rockport Treadmill Test (VO2 Max)

Age	18-29		30-39		40-49		50-59		60+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	39	43	35	39	32	36	28	33	25	29
EXCELLENT	47+	52+	44+	49+	40+	45+	37+	42+	33+	39+

Resource: American College of Sports Medicine (ACMS)

C. MUSCULAR STRENGTH/FLEXIBILITY MEASUREMENTS (3 out of the 6 test scores will determine the overall category score for this portion of the assessment)

1. Hand Grip Test

The hand grip test will be completed with a dynamometer. Each participant will have the dynamometer on the second notch when performing the test.

Procedure:

1. Participant will use their dominant hand and have their elbow flexed at 90 degrees.

2. After the participant is positioned correctly, they will be instructed to squeeze as hard as they can and release.
3. The trainer will record the scores of three successive trials and an average will be taken to determine the final score.

Grip Strength (lbs)

Age	18-29				30-39				40-49				50-59				60+			
Gender	F		M		F		M		F		M		F		M		F		M	
Hand	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L
AVERAGE	62	56	123	114	59	53	114	106	56	50	106	98	52	49	97	89	49	44	88	80
EXCELLENT	69	63	136	128	66	61	127	120	63	58	118	111	60	55	110	102	56	52	101	94

Resource: Mathionetz Norms

2. Push-Up Test

The push-up test is administered with male subjects in the standard “up” position (hands shoulder width apart, back straight, head up, on toes) and female subjects in the modified “knee push-ups” position (hands shoulder width apart, back straight, head up, knees bent at 90 degrees, ankle crossed).

Procedure:

1. Participant will begin in correct gender specific position with arms straight.
2. The participant will lower body until the elbows are bent at 90 degrees.
3. For both men and women, the participant’s back must be straight at all times and they must push up to a straight arm position.
4. The maximum number of push-ups performed consecutively without rest is counted as the score.

Push-Up (Reps)

Age	18-29		30-39		40-49		50-59		60+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	16	24	14	19	12	13	9	10	6	9
EXCELLENT	22	30	21	24	18	19	13	14	12	11

Resource: American College of Sports Medicine (ACSM)

3. Modified Curl-Up

Procedure:

1. The individual assumes a supine position on a mat with the knees at 90-degrees. The arms are at the side, palms facing down with the middle fingers touching a piece of masking tape. A second piece of

- masking tape is placed 10cm apart. Shoes remain on during the test.
2. A metronome is set to 50 beats/min and the individual does slow, controlled curl-ups to lift the shoulder blades off the mat (trunk makes a 30-degree angle with the mat) in time with the metronome at a rate of 25 per minute. The test is done for 1 minute. The low back should be flattened before curling up.
 3. Individual performs as many curl-ups as possible without pausing, to a maximum of 30.

Modified Curl-Up (Reps)

Age	18-29		30-39		40-49		50-59		60+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	14	16	10	15	11	13	10	11	8	11
EXCELLENT	24	24	24	24	24	24	24	24	24	24

Resource: Adapted from American College of Sports Medicine (ACSM)

4. Squat Test

Procedure:

1. The tester determines the proper height of the bench by adding risers until the participant sits with their knees bent at 90-degrees.
2. The participant will stand in front of the risers with feet at shoulder width apart, facing away from the bench.
3. To start the test, participant puts hands on hips and squats (as if to sit down) until lightly touching the bench with your buttocks, then stands back up until knees and hips are straight.
4. The score is determined by performing as many squats without pausing OR sitting on the bench, until fatigue.

Squat Test (Reps)

Age	18-25		26-35		36-45		46-55		56-65		65+	
Gender	F	M	F	M	F	M	F	M	F	M	F	M
AVERAGE	29	35	25	31	19	27	14	22	10	17	11	15
EXCELLENT	37	44	33	40	27	35	22	29	18	25	17	22

Resource: TopEnd Sports (adapted from home testing protocols of Canadian Medical Association)

5. Sit and Reach Test

The participant will remove their shoes before beginning the test.

Procedure:

1. Heels are placed against the edge of the sit-and-reach box with their

- legs straight and knees unbent.
2. Test subject should slowly reach forward with both hands as far as possible on the box, holding this position momentarily. Hands must be kept parallel and make sure to not lead with one hand. Fingertips can be overlapped and should be in contact with the measuring portion of the sit-and-reach box. Test subject can perform three reaches. The best of the three scores will be used as the final score.
 3. The score is the most distant point (in inches) reached on the box with the fingertips. In order to assist with the best attempt, the participant should exhale and drop the head between the arms when reaching.

Sit and Reach (inches)

Age	18-25		26-35		36-45		46-55		56-65		65+	
Gender	F	M	F	M	F	M	F	M	F	M	F	M
AVERAGE	19	17	19	15	17	15	16	13	15	11	15	10
EXCELLENT	21	19	20	17	19	17	18	15	17	13	17	13

Resource: American College of Sports Medicine (ACSM)

6. Single Leg Balance Test

Procedure:

1. With socks and shoes removed, the participant will stand on the dominant leg.
2. Participant will cross their arms over their chest prior to starting the test.
3. The participant will lift their 'non-dominant' leg from the floor.
 - i. The limb may not touch the stance leg throughout the test.
 - ii. The dominant limb should have a slight knee bent to avoid hyperextension.
4. The trainer will use a stopwatch to time the length of single leg stance until one of the following faults is observed:
 - i. Uncrosses arms
 - ii. Uses the non-dominant limb—moves it towards or away from the stance limb or touches the floor
 - iii. Moves the dominant limb to maintain balance (rotates foot on floor)
 - iv. A maximum of 45 seconds has elapsed
5. A maximum of 3 attempts will be allowed if needed with a 30 second rest interval in-between trials. If participant is able to achieve 45 seconds on any of the attempts the test is complete. If 45 seconds is unable to be achieved, the best of the three trials will be used.

Please note: If patient is medically exempt from single leg balance on their 'dominant' limb, the test may be completed on their 'non-dominant' limb.

Single Leg Balance (seconds)

Age	18-29		30-39		40-49		50-59		60+	
Gender	F	M	F	M	F	M	F	M	F	M
AVERAGE	41-45	40-45	41-45	40-45	35-42	34-42	30-40	32-40	17-30	20-30
EXCELLENT	> 45	>46	>46	>46	>42	>42	>40	>40	>30	>32

Adapted from Springer et al 2007

FITNESS ASSESSMENT: ANALYZING THE DATA

A. DETERMINING CATEGORY SCORES

After each category of the assessment is completed, the trainer will give the participant a score of Excellent, Average or Below Average. For each category, refer to the charts in **FITNESS ASSESSMENT: COLLECTING THE DATA** beginning on page 9. These state the Excellent and Average standards needed to be scored by the participant. The Biometric Measurements, Cardiovascular Measurements and Muscular Strength/Flexibility Measurements will each receive a score. The lowest category score will determine your overall score.

B. INTERPRETING CATEGORY SCORES

1. Excellent (E)

- Receiving an “Excellent” for the final category means the participant tested Excellent in Biometric Measurements, Cardiovascular Measurements and/or Muscular Strength/Flexibility Measurements. You are exempt from the quarterly testing for the remainder of the current Health Plan year and will receive the premium discount during that time.
- If you have previously tested Excellent and are now back for your annual fitness assessment (December), you must:
 - ✓ Maintain Excellent (you do not need to test again until December)
 - OR
 - ✓ If you tested Excellent the past calendar year, you are eligible to test early in November for annual assessments
 - ✓ If you test “Average”—you will be required to maintain your current Biometric Measurements and physical condition. Personal goals (i.e. testing excellent next quarter) may be set but are not required.
 - ✓ If you test “Below Average”—you will be given a GOHIP and will need to pay the \$50 re-test fee to get back into the discount program.

2. Average (A)

- Receiving an “Average” for the final category means the participant tested average in Biometric Measurements, Cardiovascular Measurements and/or Muscular Strength/Flexibility Measurements.
- For the next quarter the participant’s goal is to maintain their current Biometric Measurements and physical condition. The personal goals (i.e. test Excellent next quarter) may be set but are not required.
- Participants who receive an overall Average score must have an assessment each quarter and meet the goal stated above. The premium discount will be given until the next quarter.

3. Below Average (BA)

- Receiving “Below Average” for the final test category means the participant tested below average in Biometric Measurements, Cardiovascular Measurements and/or Muscular Strength/Flexibility Measurements.
- The participant will be given a GOHIP (Goal Oriented Health Improvement Plan) goal targeted at one of the above categories. The participant will receive the premium discount after their first fitness assessment. At the next quarterly date, the participant will have a full fitness assessment and determine if they meet their GOHIP goal. If the GOHIP is met in the following quarter, the participant will continue to receive the discount and receive a new GOHIP goal. If the GOHIP is not met, the participant will no longer receive the premium discount and be considered “out of the plan.”

***As participation in the HLP is voluntary,
it is your responsibility that you:***

- 1) fully understand the score you receive following each assessment***
- 2) what your GOHIP is set at (if applicable)***
- 3) when you are responsible for coming in next***

Human Resources and the trainers are not responsible for calling or emailing you when it is time for your next assessment.

***If you are unsure of your status in the HLP or have any questions,
please reach out to Human Resources.***

GLIDEPATH PARAMETERS

Participants will have the same “macro” goals of average (or better) body fat percentage in the Biometric Measurements and average (or better) score on one Cardiovascular Measurements test average and average (or better) score on 3 out of 6 tests within the Muscular Strength/Flexibility Measurements.

Participants not meeting those averages will set quarterly GOHIP goals (“micro” goals) to work toward those averages.

INDIVIDUALS WITH BMI OF 30 OR GREATER:

Pounds to Lose	Age				
	<u>20</u>	<u>30</u>	<u>40</u>	<u>50</u>	<u>60+</u>
150-200	24(2)	21(1.75)	18(1.25)	15(1.25)	12(1)
100-150	22(1.8)	19(1.6)	16(1.3)	14(1.2)	11(0.9)
75-100	19(1.6)	17(1.4)	14(1.2)	12(1)	10(0.8)
50-75	17(1.4)	15(1.25)	13(1.1)	11(0.9)	9(.75)
25-50	14(1.2)	13(1.1)	11(0.9)	9(.75)	7(.6)
20-25	12(1)	11(0.9)	9(.75)	8(.7)	6(05)
Under 20	*multiply weight to lose by 50%	*multiply weight to lose by 50%	*multiply weight to lose by 50%	*multiply weight to lose by 50%	*multiply weight to lose by 50%

Post-partum, less than 6 months or nursing: 1.0/week, 12/quarter

Post-partum, 6-12 months and not nursing: 1.25/week, 15/quarter

INDIVIDUALS WITH BMI 25-29 OR LESS:

Goal: Decrease body fat % per quarter

Max: Not to exceed 2% body fat per quarter (and not to exceed 2 pounds per week)

Post-partum, less than 1 year or nursing: 1% body fat per quarter

LOW RANGES:

BMI= <19 or Body Fat % = <10% female, <4% male

Coaching Protocol: Participant will qualify for Healthy Lifestyles Premium Discount but will be required to have quarterly fitness assessment. Suggested: referral to physician and/or nutritionist.

Please contact BayCare Clinic’s Human Resources Department if you have any questions regarding the HLP Discount Program.