

OVERVIEW

TrilogyFIT and Trilogy Benefits offers two programs to help employees manage their weight and prevent or reverse type 2 diabetes. These two programs, Noom and Virta Health are available to eligible employees and their family members.

This SOP provides guidance on how to utilize these programs.

PROGRAMS

Noom is a mobile app-based weight loss program that customizes your plan based upon a pre-program psychological evaluation. Participants log their food, physical activity, and have access to a social network to discuss their weight loss journey. The employee cost for the program is \$50 + tax and Trilogy subsidizes the remaining cost. The employee is responsible for paying the \$50 + tax in addition to the taxes on the Company's portion. Payment for the program is done via payroll deduction over two consecutive pay periods.

Virta Health is a clinically proven program that reverses type 2 diabetes, and prediabetes, so that participants can control their blood sugar and A1c while losing weight and controlling their medicine intake. Virta treatment connects participants with a dedicated health coach to support participants, continuous medical supervision, educational resources, and expert care anytime, anywhere. Virta Health is at no cost to eligible Anthem members.

ELIGIBILITY

Noom is open to all part-time and full-time employees ages 18+, who have been employed at least six (6) months, and who have a BMI of 30.0 or greater.

Virta Health is offered to Anthem members (employees, spouses and dependents), ages 18+, after completing 180 days of service if they have type 2 diabetes or pre-diabetes. Eligible employees do not need to have a BMI of 30.0 or greater to participate.

REGISTRATION

1. Interested employees will apply through www.trilogyfit.org.
2. The application for Noom and Virta Health can be viewed on the Weight Management page. On the application form, employees will be prompted to select the program of interest based on their eligibility.
3. An automated message will be sent to the employee once the registration is complete.
 - o Virta Health applicants auto-reponse from their application submission will contain a link to schedule a free lab testing and Virta intake call, to determine true program eligibility.



Participation in Virta may last up to 2 years – depending on the participant. If the applicant does not qualify for Virta Health, they may be referred to Noom instead.

- Noom applicants will receive an email from Noom containing the necessary next steps to join Noom under Trilogy’s corporate program. Applicants can expect an email message, containing the Trilogy Noom Registration Link, on the Tuesday following their Weight Management Application Submission. Participation in Noom automatically ends after 12 months.

SOP DETAILS

1. Home Office Payroll will receive the file weekly from TrilogyFIT Health and Wellness Program Manager.
2. Home Office Payroll will initiate two (2) weekly payroll deductions of \$25 for the employee’s participation in the Noom program.
3. Home Office Payroll will deduct taxes from employee for Trilogy’s subsidy of \$75 towards employee’s participation in the Noom program. This will be processed over a two-week period.
4. The employee and employer expense will reflect on the weekly payroll GL file that is provided by Home Office Payroll.
 - Account # for Employee CR 900-22050
 - Account # for Employer DR. 900-69-60310, CR 900-22050
5. Refunds: Employees will not receive a refund for this program. Noom cannot rescind participation once employees have registered for the 12-month program.
6. For more information on this program, contact the Health & Wellness Program Manager at trilogyfit@trilogyhs.com.

Procedure Name:	Weight Management Program	Effective Date:	20200713
Review Date:	20200713	Revised Date:	20200713
Procedure Approved:	SVP Foundation & Workforce Development	Approval Date:	20200713
Next Review Date:	20210701		

Forms:	N/A
Key Words:	Weight Management Program, Virta Health, Noom, benefits, health, wellness
Short Description:	TrilogyFIT and Trilogy Benefits offer programs to help employees (and eligible family members) manage their weight, as well as prevent or reverse type 2 diabetes

