The Health Expectations Program (HEP), developed in partnership with the unions, is designed to encourage you and your spouse to take advantage of important preventive services. Health coaches will support you, as needed, when serious or chronic conditions arise, and the program’s mobile-friendly website provides an easy, secure way to track your progress.

**How the Program Works**

Employees and spouses covered by Yale’s medical plans will be enrolled in HEP and will receive a confidential, personal health profile that will help you and/or your spouse track the results from your health screenings, your progress in managing any chronic condition, recent medical services, and more.

**How to Participate**

1. **Follow your screening requirements.** Regardless of your current health status, there are certain screenings that all adults should complete to help detect and prevent health issues before they arise. These standards are nationally recommended, and the screenings are available at no cost to you and your spouse.

   The recommended screenings outlined below will be used to establish a baseline of your current health status.

2. **Participate in the Yale Coaching Program, if required.** Yale has partnered with Trestle Tree to offer a coaching program for all HEP participants. Trestle Tree is an accredited health transformation organization working to enhance healthy behaviors of employees and their families through health coaching. Health coaching is one-on-one interaction with a highly trained Health Coach conducted through conveniently scheduled appointments. Your Coach will work with you to develop actions and goals to drive positive behavior change, and will help you make an appropriate plan in conjunction with any doctor’s recommendations.

   HealthMine is an independent HIPAA-certified organization that will review your health status for potential health risks. If you are considered high or emerging risk, you may be invited to participate in coaching.

**Sample Risk Factors that may determine the need for coaching**

- Failure to meet required screenings based on age and/or non-adherence to treatment plans
- Multiple chronic conditions
- Blood work results
- Hospital and Emergency Department utilization patterns

If you and/or your spouse are identified as having one or more risk factors and have one of the conditions listed below, coaching will be an additional requirement of the HEP program.

**Conditions such as the following may require coaching**

- Chronic Obstructive Pulmonary Disease (COPD)
- Heart Failure
- Diabetes
- Hyperlipidemia
- Hypertension
- Heart Disease

3. **Additional voluntary education programs including Live Well at Yale are also available to you.**

<table>
<thead>
<tr>
<th>Healthcare Services</th>
<th>Age Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Primary Care Visit with PCP</strong></td>
<td>21–29: Within 1 year of enrollment <strong>and</strong> within past 3 years</td>
</tr>
<tr>
<td></td>
<td>30–39: Within one year of enrollment <strong>and</strong> within past 2 years</td>
</tr>
<tr>
<td><strong>Cholesterol Screening</strong></td>
<td>Lipid Panel within past 5 years</td>
</tr>
<tr>
<td><em>(Lipid)</em></td>
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<tr>
<td><strong>Diabetes Screening</strong></td>
<td>Fasting blood glucose <strong>or</strong> hemoglobin A1C <strong>or</strong> glucose tolerance test within past 5 years</td>
</tr>
<tr>
<td><em>(Glucose)</em></td>
<td></td>
</tr>
<tr>
<td><strong>Breast Cancer Screening</strong></td>
<td>Within past 2 years</td>
</tr>
<tr>
<td><em>(Mammogram)</em></td>
<td></td>
</tr>
<tr>
<td><strong>Cervical Cancer Screening</strong></td>
<td>Within past 3 years</td>
</tr>
<tr>
<td><em>(PAP Smear)</em></td>
<td>Within past 3 years without documented HPV negative status; Within past 5 years with documented HPV negative status</td>
</tr>
<tr>
<td><strong>Colorectal Cancer Screening</strong></td>
<td>Coloscopy within the past 10 years, or a FIT/FOBT within the past one year</td>
</tr>
<tr>
<td><strong>Pneumococcal Vaccine</strong></td>
<td>At least once after age 65</td>
</tr>
</tbody>
</table>

**Note:** Your clinician may recommend additional screening tests and medical interventions, not subject to the opt-out fee.
Why Is Preventive Care So Important?

• It helps you stay healthy and get more effective treatment. Many types of screenings can help identify health issues before they become more serious. Starting treatment or lifestyle changes before a condition goes beyond its early stages can help you stay healthier and recover more quickly.

• You can save on medical expenses. Preventive care can help lower the long-term cost of managing a condition if you catch it early. Keep in mind that most preventive services are covered 100% by your medical plan, so you pay nothing.

Track Your Progress

The HEP online portal, available on your.yale.edu/hep is a convenient way to track your status and mark your progress. For questions about your status or the program, you can contact the HEP dedicated call center at 844.253.1785.

To learn more about the program, you can also talk with your union representative.

Important note: Under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), your personal health data will be private and protected, and will not be shared directly with Yale. HealthMine, a company that specializes in detecting and managing chronic illnesses, will obtain and analyze all results (supplying only an aggregate summary to Yale). Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the program.

What Happens if You Don’t Participate?

If You and/or Your Spouse Are Past Due with Personal Health Recommendations

If you or your spouse have not completed your HEP recommendations by the communicated due date, you will be charged a $25 fee per week.

If You Choose Not to Participate

You also have the option to opt out of the Health Expectations Program on a quarterly basis. By opting out, you agree to pay the $25 fee per week. The opt out fee will be payroll deducted on a weekly basis.

Any participant who opts out of HEP may opt back in on a quarterly basis.