FRED SMITH COMPANY ROAD TO WELLNESS 2027

Live healthier, save money, feel better



ANNUAL WELLNESS REWARD: $2,080

WHAT IS THE ROAD TO WELLNESS?

The Fred Smith Company's Road to Wellness program is designed to encourage employees to be the healthiest they can be. The program includes an annual physical exam that evaluates your overall health using four major wellness goals, including: Body Mass Index (BMI) or waist circumference, blood pressure, glucose and tobacco/nicotine use. Based on your performance against these wellness goals, you can save up to $40 per pay period.

STEPS TO GET ON THE ROAD

1 Schedule a WakeMed Fred Smith Physical Appointment

Schedule Via WakeMed MyChart:

- Log Into WakeMed MyChart > Select: Schedule an Appointment > Corporate Wellness Services
- Select employer: Fred Smith
- Select any Primary Care or MyCare 365 location or Mobile Wellness (onsite at Fred Smith)

Schedule By Phone:

- For Mobile Wellness call or text 984-789-0215.
- For all other WakeMed locations, call central scheduling at 919-350-9100 and request the appointment as a **"Fred Smith Physical."**

2 Complete Your Physical

Your physical must be completed between January 1, 2027 and December 31, 2027[1]. Annual physicals can be done at:

- Fred Smith Onsite Mobile Wellness
- WakeMed Primary Care – *Specify Fred Smith Physical to provider*
- WakeMed MyCare 365 – *Specify Fred Smith Physical to provider*
- Non-WakeMed Provider[2] *(Employee Physical Form for Non-WakeMed Provider must be submitted)*

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[1] New hire screenings satisfy the requirement for a physical in the first calendar year of employment.

[2] Forms can be obtained via QR code or link on the back

FRED SMITH ONSITE CLINIC

NO COPAY! FREE TO ALL FRED SMITH EMPLOYEES

Every Tuesday
6:30 am to 1:45 pm
Fred Smith Company
6105 Chapel Hill Road, Raleigh

ANNUAL WELLNESS/FRED SMITH PHYSICAL

ACUTE CARE

- Allergies
- Digestive problems
- Eye irritations
- STD Testing
- Headaches
- Skin conditions
- Urinary symptoms

MINOR INJURIES

- Respiratory symptoms
- Minor burns

FOR APPOINTMENTS OR QUESTIONS:

Call or text 984-789-0215 or email **mobilewellness@wakemed.org**.

3 Results Notification

When a physical is reported, communication will be sent to the employee in the following ways:

- A letter mailed to their home address
- An email, if one is provided
- WakeMed Mychart message, if completed at a WakeMed facility

4 Meet Reasonable Alternative Standards

If you did not meet one or more of the goals, you may complete a Reasonable Alternative Standard option.

FRED SMITH COMPANY CONSTRUCTION WakeMed

FRED SMITH COMPANY ROAD TO WELLNESS 2027

ROAD TO WELLNESS PROGRAM GOALS

MEASURE	GOAL	REWARD PER PAY PERIOD
Blood Pressure (mm Hg)	≤130/85	$10
or		
Reduction in systolic or diastolic pressure by 5 mm Hg from prior year		
BMI (kg/m^2)	≤30	
or		
Waist Circumference (inches)	Female ≤35; Male ≤40	$10
or		
Reduction in BMI by 2 points from prior year		
Glucose (mg/dL)	≤105; diabetic ≤130	
or		
A1C (%)	<5.7; diabetic <7.0	$10
or		
Reduction by 10 mg/dL, or 0.3%, from prior year		
Tobacco/Nicotine Use	No Tobacco/Nicotine use	$10

REASONABLE ALTERNATIVE STANDARDS (RAS) OPTIONS

Rewards for participating in a wellness program are available to all employees covered under Fred Smith's medical plans. If you are unable to meet a standard for a reward, you may qualify by meeting one of the following Reasonable Alternative Standard Options:

- 3 Sessions of Health Coaching or Nutrition Counseling
- 4 Sessions of Tobacco Cessation Coaching (NC Quitline or WakeMed Coaching)
- Completion of the Blood Pressure Monitoring Program
- Primary Care Provider Signed Alternate Standard Form[2]

If you have trouble meeting the wellness goals, WakeMed can work with you to find alternate ways to qualify for the full weekly savings.

SPOUSE PHYSICAL REQUIREMENT

Spouses on the Fred Smith insurance plan are required to complete an annual physical and submit a spouse form. The spouse can get their physical from any primary care provider or at the Fred Smith Onsite Clinic. If a spouse does not receive their physical by December 31, 2027, a $40 weekly surcharge will be applied to the Fred Smith employee's account for 2028.

APPEALS

Employees may appeal results or program components using Fred Smith's appeal form[2].

[2] FORMS

All forms can be obtained by scanning the QR code or going to: https://www.wakemed.org/community-health/fredsmith-wellness

CONTACT INFORMATION

Fred Smith Company Benefits
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FRED SMITH COMPANY CONSTRUCTION

WakeMed