

New Caregiver Program FAQs

Eligibility

Who is eligible for the New Caregivers Program?

A caregiver is eligible for the New Caregiver Program if they meet One of the following criteria:

- Caregiver has not been employed at Cleveland Clinic within the 12 months prior to their most recent hire date.
- OR
- Caregiver is newly enrolled in EHP benefits due to open enrollment or a life event change. If you're newly married, please contact an EHP Wellness Specialist at 216.986.1050, option 3.

Do spouses need to participate?

If your spouse is on your plan, they are not required to participate in the New Caregivers Program. However, they are encouraged to participate in preparation for the standard Healthy Choice program which begins in year 2.

Program Requirements FAQs

What is a New Caregiver Incentive Program?

It's an introductory program offered to new caregivers to earn a premium discount within the current year. Once you participate and complete the required tasks, you'll earn a discount on the current year's and next year's health plan premium, which will be reflected in 1–2 pay cycles.

You must be enrolled in the Employee Health Plan to participate in the New Caregiver Program.

When do the requirements need to be completed?

If you were hired between Jan. 1–Oct. 31, the requirements need to be completed by Dec. 28. However, the sooner you complete the required tasks, the sooner you will earn a discount on your current year's health plan premium. The discount will take 1–2 pay cycles to be reflected in your Workday portal and paycheck.

Am I required to submit a Health Visit Form?

A Health Visit Form is not required for the New Caregivers Program. However, during your first year, we encourage you to establish a relationship with a primary care provider and submit a completed Health Visit Form, which will be required to determine your Incentive Program for the upcoming year.

Where do I find a Health Visit Form?

The Health Visit Form document can be found in your Healthy Choice portal, under your Wellness Resources, click "Health Visit Form".

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How is my premium discount level determined?

Once you complete the tasks below, you will earn a discount on your current year's health plan premium. The discount will take 1–2 pay cycles to be reflected in your Workday portal and paycheck.

- Set up your account in the Healthy Choice portal.
- Complete all 13 required Awareness videos.
- Sync an activity device.

How much of a discount can I earn by participating in the New Caregivers Program?

You can earn a 15% discount on your current year's health plan premium. The discount will take 1–2 pay cycles to be reflected in your Workday portal and paycheck.

Devices

Do I need to sync an activity device to earn a premium discount?

Yes, you are required to sync an activity device and show at least one step to make sure your device is connected. This will ensure your Healthy Choice portal is ready for year two.

What if I don't have an activity device?

Healthy Choice members, including spouses, are eligible for a one-time \$115 device credit. Log in to your Healthy Choice portal and click the "Device Store" tab to redeem your one-time credit. Only one credit can be used per member and is not transferable to other members. In conformity with current IRS rules and regulations, the value of the activity device and other wellness programs are generally considered taxable income and reportable on your Form W-2.

Healthy Choice | Year 2

What should I do during the New Caregivers Program to prepare for year 2?

During the New Caregiver Program year, become familiar with the Healthy Choice program, establish a primary care provider and submit a completed Health Visit Form. If your spouse is covered under your plan, they should also become established with a primary care provider and submit a completed Health Visit Form.

How do I enroll in the Healthy Choice program after completing the New Caregiver Program?

Your Healthy Choice portal will remain active. Check your portal in January, review your Incentive Program and view your program requirements document.

How can I learn more about Healthy Choice year two?

For more information, visit our website at clevelandclinic.org/healthychoice.

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Questions? Contact an EHP Wellness Specialist at 216.986.1050, option 3, or visit our website at <https://employeehealthplan.clevelandclinic.org> for more information.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. We will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Under HIPAA, EHP, like other health insurers, is permitted to access health data for the purposes of claims payment, health program development and treatment coverage. As with any of our healthcare plans and programs, plan member privacy is protected in full compliance with HIPAA.

View our privacy policies at [Notice of Privacy Practice](#)

View the nondiscrimination notice at [EHP Non-Discrimination Notice](#)

Remember: HIPAA regulations apply to questions you ask about the members of your household covered by the Health Plan.