

# Virginia Private Colleges Benefits Consortium Summary of Wellness Services 2023

In an effort to support the member colleges ("Members") of the Virginia Private Colleges Benefits Consortium, Inc. ("Benefits Consortium") in their promotion of health and wellness among their benefit-eligible employees, the Benefits Consortium provides access to a variety of wellness programs and services at no cost to the employee. These programs and services are available to all benefit-eligible employees and are completely voluntary. The services are also available to spouses of employees, provided the spouse is enrolled in the Virginia Private Colleges Benefits Consortium, Inc. Health and Welfare Plan ("Health Plan").

The wellness programs may include a health assessment, including the collection of a blood sample, and a lifestyle questionnaire to assist in evaluating the health status and health improvement opportunities for participants. Programs may also include health coaching to assist participants in identifying lifestyle habits and behaviors that may negatively impact health as well as strategies and activities that may be beneficial for health improvement. In addition, periodic health challenges and individual and group activities designed to provide health and wellness education and support may be made available.

Participation incentives may be, but are not required to be, offered by Members. The type, amount, timing and qualification requirements for these incentives are determined by the Member.