

EXHIBIT J

It's Your Yale

Health Expectations Program (HEP)

The Health Expectation Program (HEP) was developed in partnership with the unions, especially for Clerical and Technical, Service and Maintenance, Security Staff, and their spouses. HEP is designed to encourage you and your spouse to take advantage of important preventive services.

Health coaches will support you, as needed, whenever serious or chronic conditions arise. The program's mobile-friendly website provides an easy, secure way to track your progress.

YPBA members and their spouses may participate in the HEP program screening requirements and coaching on a voluntary basis.

- **Login** to [HEP portal \(https://yale.healthmine.com/\)](https://yale.healthmine.com/).
- **Download** [HEP Flyer CT/SM/SEC/Excluded \(http://your.yale.edu/sites/default/files/files/enroll/2019/hep%20brochure-2018-4-final\(1\).pdf\)](http://your.yale.edu/sites/default/files/files/enroll/2019/hep%20brochure-2018-4-final(1).pdf).
- Learn more about the [Yale Health Coaching Program \(http://your.yale.edu/work-yale/benefits/my-benefits-job-classification/health-expectations-program-hep/yale-health\)](http://your.yale.edu/work-yale/benefits/my-benefits-job-classification/health-expectations-program-hep/yale-health)

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

- **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.
- **Participate in the [Yale Health Coaching Program \(http://your.yale.edu/work-yale/benefits/my-benefits-job-classification/health-expectations-program-hep/yale-health\)](http://your.yale.edu/work-yale/benefits/my-benefits-job-classification/health-expectations-program-hep/yale-health), 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 a 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)
- Diabetes
- Heart Disease
- Heart Failure
- Hyperlipidemia
- Hypertension
- Additional voluntary education programs including Live Well at Yale are also available to you.**

HEALTHCARE SERVICES	AGE 21-29	30-39	40-49	50-64	65

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Primary Care Visit with PCP	Within 1 year of enrollment and within past 3 years	Within 1 year of enrollment and within past 3 years	Within 1 year of enrollment and within past 2 years	Within 1 year of enrollment and within past 2 years	Within year of enrollment and within past 2 years
Cholesterol Screening (Lipid)			Lipid Panel within past 5 years	Lipid Panel within past 5 years	Lipid Panel within past 5 years
Diabetes Screening (Glucose)			Fasting blood glucose or hemoglobin A1C or glucose tolerance test within past 5 years	Fasting blood glucose or hemoglobin A1C or glucose tolerance test within past 5 years	Fasting blood glucose or hemoglobin A1C or glucose tolerance test within past 5 years
Breast Cancer Screening (Mammogram)				Within past 2 years	Within 2 years

HEALTHCARE SERVICES	AGE 21-29	30-39	40-49	50-64	65
Cervical Cancer Screening (PAP Smear)	Within past 3 years	Within past 3 years without documented HPV negative status; Within past 5 years with documented HPV negative status	Within past 3 years without documented HPV negative status; Within past 5 years with documented HPV negative status	Within past 3 years without documented HPV negative status; Within past 5 years with documented HPV negative status	
Colorectal Cancer Screening				Colonoscopy within the past 10 years, or a FIT/FOBT within the past one year	Colono within past 10 years, or FIT/FOI within past or year
Pneumococcal Vaccine					At least once at age 65

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 portal \(https://yale.healthmine.com/\)](https://yale.healthmine.com/), 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 may choose 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.

YPBA Staff

The HEP program is voluntary for YPBA staff and their covered spouses – no opt out fees will apply for non-participation or non-compliance.

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 the standard

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HEP requirements needed to avoid the opt out fee, you might qualify through an alternative method. Contact HealthMine at 844-253-1785 to find out more information. HealthMine will work with you (and, if you wish, with your doctor) to find an alternative method that is right for you in light of your health status.