

The Hartford Program Information Sheet

(TW Staff Only)

General

- Only employees of The Hartford are invited to participate.
- Provide the lead coordinator all consent forms at the end of each clinic.
- Write all fasting and non-fasting values on consent form regardless of fasting status.
- During the screening, each employee needs to receive a Results Booklet and The Hartford's Well-Being Programs Handout.
- To receive a flu shot, an employee must complete two forms – The Hartford Flu Shot Consent Form and The Hartford Internal Flu Shot Release Waiver. Both of these forms need to be returned to TotalWellness.

BMI

- BMI calculators need to be used to calculate BMI and round (up or down) to one decimal.
 - 24.56 = 24.6 29.23 = 29.2 34.98 = 35.0

Blood Pressure

- If an employee has a BP 120/80 or greater, The Hartford has requested a second blood pressure be taken.
 - The recommendation is to record the first BP reading in the notes section on the consent form, complete the screening (including health education), retake the second blood pressure and record the best BP on the consent form and in the Results Booklet.

Health Education Action Items

- Inform** employees wellness points for having a screening will be posted on the [My Wellness at Work](#) site within the next several weeks. Wellness points earned for healthy values will post in January 2020 when the annual well-being assessment is launched.
- Inform** employees they earn **10** wellness points for having a screening and a \$150 credit towards Q1 2020 medical premium if they are enrolled on The Hartford's medical plan. Employees will earn **2** wellness points for receiving a flu shot.
- Inform** employees they can also earn **3** wellness points (up to an additional 15) for each screening value that falls within the healthy value range for the **five measures below**: blood pressure, blood glucose, triglycerides or total cholesterol, HDL and BMI.

Measures	Healthy Values	Wellness Points
Body Mass Index (BMI)	24.9 and below	3
Triglycerides Or Total Cholesterol	149 mg/ml and below 199 mg/dl and below	3
HDL	41 mg/dl and above	3
Blood Pressure	119 mmHg and below/ 79 mmHg and below	3
Blood Glucose	99 mg/dl and below	3

- Action Item:** If an employee meets the criteria to earn **3** wellness points, indicate (+3) accordingly in their Results Booklet next to each measure.
 - Employees can either meet triglycerides criteria **OR** total cholesterol criteria. Only 3 wellness points will be earned if one or both criteria are met.
 - Both systolic and diastolic blood pressure criteria must be met.
 - 120/79 or 119/84 is not meeting both criteria

BIOMETRIC MEASURE	DESCRIPTION	VALUE RANGES	MY NUMBER
Height/Weight/BMI	Body mass index (BMI) is a number calculated from a person's height and weight and is used to identify potential health risks due to being over- or underweight. BMI is not accurate for everyone. Height: Weight:	18.4 and below	Underweight
		18.5-24.9	Normal
		25.0-29.9	Overweight
Waist Circumference	Waist circumference is a measurement of the distance around the abdomen used to assess abdominal fat. If most of your fat is around your waist rather than your hips, you're at a higher risk for heart disease, certain cancers and type 2 diabetes.	30.0 and above	Obesity
		Women: 35" and below Men: 40" and below	Normal
		Women: 36" and above Men: 41" and above	High Risk
Blood Pressure (mmHg)	Blood pressure is expressed by two numbers. The top number is the systolic pressure, the pressure measured when the heart beats. The bottom number is the diastolic pressure, the pressure measured when the heart rests. Maintaining your blood pressure will keep you at a lower risk for heart disease, stroke, and kidney failure.	119 and below	Normal
		120-129 and below	Elevated
		130-139 or 80-89	Stage 1 Hypertension
Glucose (mg/dL)	Glucose is the main source of energy used by the body. You get it from the food you eat and from your cells where it is stored. Blood glucose levels that remain high over time can damage your eyes, kidneys, nerves, heart and blood vessels.	140-180 or 90-120	Stage 2 Hypertension
		Above 181 or Above 121	Hypertensive crisis (Consult your doctor immediately)
		Fasting: 99 and below Non-Fasting: 139 and below	Normal
		Fasting: 100-125 Non-Fasting: 140-199	Prediabetes
		Fasting: 126 and above Non-Fasting: 200 and above	Diabetes

BIOMETRIC MEASURE	DESCRIPTION	VALUE RANGES	MY NUMBER
Total Cholesterol (TC) (mg/dL)	Cholesterol is a soft, waxy, fat-like substance found throughout your body, including in the bloodstream and in all of your cells. Excess cholesterol can form plaque between layers of artery walls, making it harder for your heart to circulate blood. Reduced blood flow can lead to a stroke or heart attack.	199 and below	Desirable
		200-239	Borderline High
		240 and above	High Risk
High-density Lipoprotein (HDL) Cholesterol (mg/dL)	HDL cholesterol is the well-behaved "good" cholesterol. This friendly scavenger cruises the bloodstream. As it does, it removes harmful bad cholesterol from where it doesn't belong. High HDL levels reduce the risk for heart disease — but low levels increase the risk.	60 and above	Lowers Your Risk
		40-59	Normal
		39 and below	High Risk
Low-density Lipoprotein (LDL) Cholesterol (mg/dL)	LDL cholesterol is often called "bad" cholesterol because high levels lead to buildup in your arteries, which narrows and may eventually block them. LDL cholesterol is the primary target of cholesterol-lowering therapy. Goals may vary depending on your risk status. The greater your risk of heart problems is, the lower your LDL should be.	99 and below	Optimal
		100-129	Near Optimal
		130-159	Borderline High
TC/HDL Ratio	A low level of LDL along with a high level of HDL reduces your risk for heart disease, heart attack and stroke.	160-189	High
		190 and above	Very High
		3.5 and below	Optimal
Triglycerides (mg/dL)	Triglycerides are a type of fat (lipid) found in your blood. When you eat, your body converts any calories it doesn't need to use right away into triglycerides. Triglycerides can raise heart disease risk. Levels that are borderline high or high may need treatment in some people.	3.6-4.9	Normal
		5.0 and above	High Risk
		149 and below	Normal
		150-199	Borderline High
		200 and above	High

140
**Already
earned
points for TC