Summary of Wellness Services

In an effort to support member colleges of the Council of Independent Colleges in Virginia Benefits Consortium, Inc. (“the Consortium”) in their promotion of better health among their employees, the Consortium has provided access to a variety of wellness programs and services at no cost to the employee. These services and programs 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 a Consortium medical plan. The wellness programs may include a health assessment, including the collection of a blood sample, and a lifestyle questionnaire, to assist in highlighting the health status and health improvement opportunities for participants and may also include health coaching to assist participants in identifying lifestyle habits and behaviors that may negatively impact health and in identifying strategies and activities that may be beneficial for health improvement. In addition, periodic health challenges, campaigns and other activities designed to provide opportunities for individual and group activities and education may be made available. Participation incentives may be, but are not required to be, offered by member colleges. The amount, timing and qualification requirements of any participation incentive are at the sole discretion of the member college and will be lawfully determined. No participation incentives are offered by the Consortium.

All questions, complaints and appeals about these wellness services may be directed to the Plan Administrator as follows.

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