# Self Insurance Pool of Greater Kansas City, Inc.

# Wellness Program

## Purpose

The purpose of the Self Insurance Pool of Greater Kansas City’s (“SIPGKC”) voluntary wellness program (the “Wellness Program”) is to educate, inspire, and support wellness for member schools’ eligible covered persons. The Wellness Program is intended to provide nontaxable wellness benefits to covered persons. The Wellness Plan is a component of, and is incorporated by reference into, the SIPGKC Health and Welfare Plan (“SIPGKC Health Plan”).

## Eligibility

An individual may participate in the Wellness Program if the individual is a participant in the SIPGKC Health Plan. An eligible covered person will become a participant in the Wellness Program on the same day that he or she becomes a participant in the SIPGKC Health Plan. Eligible Dependents, as defined by the SIPGKC Health Plan, are eligible to participate in components of the Wellness Program that are designed for Dependents, as determined by each Member.

## Benefits Offered

Benefits under the Wellness Program are determined by each Member of SIPGKC. The Wellness Program may include the following components, depending on whether the Member participates in each:

Consiglio Wellness Center (“CWC”). The CWC is a free standing convenient care facility located at 1501 NW Jefferson St., Blue Springs, MO 64015. Appointments with CWC may be made by calling 816-224-1740, although appointments are not required. Covered persons of Members, their Dependents, and Member retirees may utilize the CWC services based upon their current insurance coverage.

Wellness Coordinator providing wellness and prevention programming, which may vary among the Member school districts.

Biometric testing, such as Cholesterol, Triglycerides, Blood Glucose, and Blood Pressure tests.

Health coaching.

Zero Co-Pay flu shots.

Zero co-pay generic prescriptions

* Certain Members of SIPGKC may offer a premium reduction for completion of a Health Risk Assessment (“HRA”). For more information about the premium reduction and HRA, contact your local human resources representative.

## Rewards for Participating in Wellness Plan

A reward may include, but it not limited to, gift cards, Health Plan premium discounts, or cash payments or contributions to another arrangement (such as a health reimbursement arrangement or health flexible spending account). The form and amount of any available reward shall be as set forth from time to time in the Plan Document, SPD or other communications to covered persons. A Member may take all necessary actions to address the taxation of a reward, including, but not limited to treating the amounts as taxable income on reports and, to the extent consistent with applicable laws, withholding amounts from a covered person’s wages to pay for taxes owed by the covered person with respect to such reward. If a reward is offered by a Member of SIPGKC, the Member may withhold or modify rewards, alter the requirements for obtaining a reward, and take whatever steps it deems necessary to ensure the reward is provided in accordance with all applicable laws.

## Consiglio Wellness Center

Access to the CWC is subject to the terms and policies of CWC, including the type of and level of care offered at CWC. CWC may refuse to provide services for certain reasons, including but not limited to, if a participant does not follow CWC guidelines for behavior, is disruptive, is non-compliant with CWC recommendations for care, or if the participant seeks services that are not consistent with the level of care offered by CWC.

## No Guarantee of Tax Consequences

Neither SIPGKC nor any Member make any commitment or guarantee that any amounts paid to or for the benefit of a Participant under the Wellness Program will be excludable from the Participant’s gross income for federal, state or local income tax purposes. It shall be the obligation of each Participant to determine whether each payment under this Wellness Program is excludable from the Participant’s gross income for federal, state, and local income tax purposes and to notify the member school district if he or she has any reason to believe the benefit or payment is excludable. If any Participant receives one or more payments or reimbursements under this Wellness Program on a tax-free basis and such payments or reimbursements do not qualify for such treatment under the Internal Revenue Code, such Participant shall indemnify and reimburse the Member or SIPGKC, as applicable, for any liability it may incur for failure to withhold federal income taxes, Social Security taxes, or others taxes from such payments or reimbursements.

## Reliance on Participant

The Administrator may rely upon the information submitted by Participant as being proper under the Wellness Program and shall not be responsible for any act or failure to act because of a direction or lack of direction by a Participant.