



2013 Vitality Points Honey-Do List

- Sign up at villagevitalitypoints.com
- Record your tobacco free status
- Register for a Vitality Screening option
- Get a Vitality Screening

Finish by September
30, 2013—for 100pts.!

Vitality Points – Frequently Asked Questions

What are Vitality Points about...?

- *It's about knowing your numbers!*
- *It's about taking action* — The Vitality Points program is designed to reward and encourage participants to take action and be accountable for their own health. In 2012, 21,000 teammates took action by participating!
- *It's about prevention* — The Centers for Disease Control and Prevention indicate more than 75% of healthcare costs are due to chronic conditions — doing things that improve your health can reduce the chances of developing more serious and more costly health conditions.
- In 2011, 80% of DaVita's healthcare costs were attributed to preventable risks and lifestyle behaviors.

Are Vitality Points making a difference...?

Yes - Vitality Points are having a positive impact on the health of the Village and the cost of DaVita's health insurance.

- *Healthier Teammates* — data shows that Points participants are more aware of their own health risks and are taking steps to reduce or eliminate them.
- *10% of Vitality Point's participants* meaningfully improved their blood pressure and cholesterol values from the prior year.
- *Healthier Village* — the improvement in participants' health risks helps all of us keep the cost of healthcare coverage as low as possible.

Find answers to more Vitality Points Frequently Asked Questions, villagevitalitypoints.com.



2013

VITALITY POINTS

Dear

We believe so strongly in helping teammates avoid serious health conditions through healthy living, prevention and detection that we have created Vitality Points to reward those who choose to participate. It's about being accountable—DaVita believes that participants who choose to take action, and be accountable for their own health, should pay less in health care premiums than those who don't.

It has been proven that the combination of taking good care of ourselves and practicing preventive care improves our overall well-being. Doing these things can lead to a better quality of life and reduce the need for more intensive healthcare services.

That's where Village Vitality and Vitality Points program can play a part. Please read the enclosed information to learn how you can take action in 2013, including how to participate, potential impact on your 2014 health insurance premiums, and ... quite possibly, your life.

One for All,



Laura Mildenerberger
Chief People Officer
People Services

Those that choose to participate
will pay less.

Teammates and spouses/domestic partners that choose
not to participate will **each** pay an additional **\$800**
in 2014 for medical insurance ... get started today!



"Healthy teammates make a healthy Village"

KT, Mayor of the DaVita Village

2013

VITALITY POINTS




“Healthy teammates
make a healthy Village”
KT, Mayor of the DaVita Village

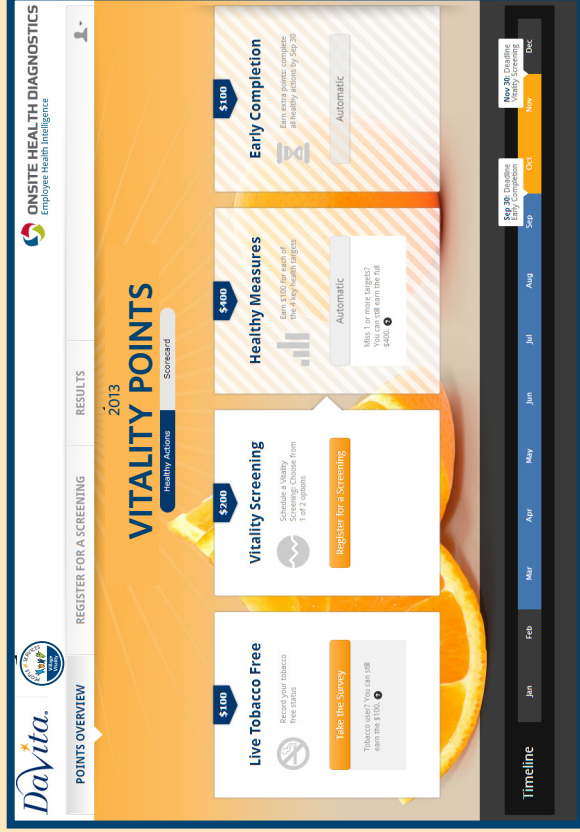
Get Started Online Today! villagevitalitypoints.com

NEW!

villagevitalitypoints.com

- 1 Everyone must create a new account
- 2 All participants complete registration form using DaVita Teammate ID

(spouse/domestic partner also use Teammate ID)
- 3 Receive email confirmation; click link to activate account
- 4 Create password
- 5 Complete Healthy Actions

Home Page on villagevitalitypoints.com



HIPAA Compliance Guaranteed:
Results will not impact health plan eligibility or covered benefits. Individual results are not shared with any employer.

Looking for help?

Vitality Screening results and online support:
> Onsite Health Diagnostics (OHD),
1-877-366-7483

Help earning Healthy Measurements points:
> Cigna Wellness Team,
1-855-BE-WELL-1 (1-855-239-3551)



Teammate & Spouse/Domestic Partner Eligibility and Completion Guidelines

All Healthy Actions must be completed by November 30, 2013.



LIVE TOBACCO FREE

- Already tobacco free? Record your tobacco free status on the Vitality Points Portal.
- Tobacco user? Complete the Cigna Quit Today® Tobacco Cessation Program.



COMPLETE A VITALITY SCREENING (two Screening options)

1. Schedule annual physical with Primary Care Physician, include lab work: (Completed Oct. 1, 2012 – Nov. 30, 2013) All preventive care is covered 100%, **OR**
2. Attend **FREE DaVita on-site screening:** (Completed April 24, 2013 – Sept. 30, 2013) Offered at select DaVita facilities. Spouses/Domestic Partners are welcome!



ACHIEVE HEALTHY MEASUREMENTS*

Three ways to earn Healthy Measurements points:

1. When 2013 Vitality Screening results meet the key health targets listed to the right. **OR**
2. If results do not meet targets, complete two phone calls with Cigna Wellness Team. **OR**
3. Work with a physician to verify you are under professional care and addressing identified risk
 - After you complete the two wellness calls or work with your physician, ** you will earn all healthy measurement points.



FINISH EARLY


Complete all Healthy Actions by September 30, 2013 to earn Early Completion points.



Teammate & Spouse/Domestic Partner
— Up to **\$1,600** total annual impact!

*If you joined the Village or are new to our plan in 2013 — you are automatically awarded after completing a Vitality Screening.

What if I'm unable to meet Key Health Targets?

 If you are unable to meet Key Health Targets you can earn all possible Healthy Measurements points by completing two phone calls with the Cigna Wellness Team (1-855-BE-WELL-1) or by working with a physician to verify you are under professional care and addressing identified risk.*

** If it is medically inadvisable for you to meet Key Health Targets you can earn points by having your physician complete the Physician Acknowledgement form, located on villagevitalitypoints.com.

*** Recommended blood pressure range is less than 120/80. However, DaVita has set Target Blood Pressure to less than 140/90 due to normal fluctuations given time of measurement.

Teamates Can Earn	All Spouses/Domestic Partners Can Earn
100 PTS./ \$100	100 PTS./ \$100
200 PTS./ \$200	200 PTS./ \$200
100 PTS./ \$100 100 PTS./ \$100 100 PTS./ \$100 100 PTS./ \$100	Automatically Awarded 400 PTS./ \$400
100 PTS./ \$100	100 PTS./ \$100
= \$800	= \$800
= \$30.77	= \$30.77

