Events in your community

We’re proud to support our communities because we’re Vermonters, too.

MARCH
5
BCBSVT’s Snow Days
Join us for an afternoon of free cross-country skiing and snowshoeing.
11 a.m. to 3 p.m.
Mountain Top Inn and Resort, Shaftsbury
Contact: event@bcbsvt.com www.bcbsvt.com/snowdays

11
MS Authors’ Luncheon
11:30 a.m. to 2 p.m.
Hilton Burlington Hotel, Burlington

12
8th Annual Vermont Chili Festival
A celebration of chili made by Vermont restaurants. Come sample your way through the closed-off streets of historic Downtown Middlebury. Visit our tent for water!
1–4 p.m.
Main Street, Middlebury www.vtchilifest.com

19
Jr Iron Chef Vermont
9 a.m. to 3:30 p.m.
Champlain Valley Expo, Essex Jct.
contact: info@jrichefvt.org

APRIL
6
Vermont Family Network Annual Conference
8 a.m. to 4:45 p.m.
Hilton Hotel, Burlington

9
Good Beginnings of Central Vermont Baby and Child Expo
9 a.m. to 12 p.m.
Berlin Elementary School

27
National Walk @ Lunch Day
Turn a working lunch into a walking lunch
Statewide
Contact: event@bcbsvt.com

MAY
1
COTS Walk
Registration opens at 1 p.m.
Walk begins at 2 p.m.
Battery Park, Burlington www.cotsonline.org

16th Annual Mountain Day at Mount Wantastiquet
10 a.m. to 3 p.m.
Mt. Wantastiquet, near Brattleboro
Contact: event@bcbsvt.com

Kids’ Day
8 a.m. to 5 p.m.
Waterfront Park, Burlington

21
Girls on the Run SK (Southern)
We’re painting faces and running our photo booth at this celebratory 5K aiming to empower girls across Vermont!
Registration: 8:30–9:30 a.m.
Race begins at 10 a.m.
Brattleboro Union High School Brattleboro
www.girlsontherunvermont.org

New American Safety Day
10 a.m. to 1 p.m.
St. Joseph’s School, Burlington

28
Girls on the Run SK (Central)
We’re painting faces and running our photo booth at this celebratory 5K aiming to empower girls across Vermont!
Registration: 8:30–9:30 a.m.
Race begins at 10 a.m.
Vermont State Fairgrounds Rutland
www.girlsontherunvermont.org

JUNE
4
Girls on the Run SK (Northern)
We’re painting faces and running our photo booth at this celebratory 5K aiming to empower girls across Vermont!
Registration: 8:30–9:30 a.m.
Race begins at 10 a.m.
Champlain Valley Expo Essex Junction www.girlsontherunvermont.org

Strolling of the Heifers Slow Living Expo
Visit our table at this parade that promotes the value of local food systems.
Parade begins at 10 a.m.
Main Street, Brattleboro www.strollingoftheheifers.com

18
Women Helping Sattered Women Run for Empowerment
We’re serving free water and painting faces at this run to support programs against domestic abuse.
Registration at 8 a.m.
Race begins at 9 a.m.
Waterfront Park, Burlington www.rainforestpowerment.com

Take Advantage of Our Online Bill Payment System

Blue Cross And Blue Shield of Vermont (BCBSVT) has partnered with People’s Bank to offer free, 24-hour, electronic bill payment. You can easily view current and archived invoices and set up auto-pay rules and much more. Whether you are new to BCBSVT or an existing customer, you’ll need to sign up for this service before you can make your first online payment. It’s easy to do! Visit www.bcbsvt.com/payment-options/transition-payment to sign up.

Once you are registered, People’s Bank takes the hassle out of paying your bill. When your account is active, the landing page displays your current invoice information. From the landing page you can make a one-time payment and access any additional payment information. There are four tabs at the top of the landing page—invoices, accounts, payments or profile.

View Invoices
On the invoices tab, you can access your current invoice and see your archived invoices.

Access Your Accounts
On the accounts tab, you can manage your current business accounts or make a payment for a specific account. You can also add or delete bank accounts here.

Manage Your Payments
On the payments tab, you can set up rule-based or time-based automatic payments. A rule-based payment means you can choose to make a payment every time a bill is due. Time-based payments allow you to choose to pay an invoice on a specific date at fixed intervals.

Create Your Profile
Additionally, the profile tab allows you to manage your personal settings such as your login information, email address, physical address or phone number. You can choose a nickname for your account so you can easily identify it in the future, choose checking or savings payment options and update your routing number. Please note your business’s banking information is only available in the People’s Bank online payment system and does not update your BCBSVT group membership information.

If you have any questions, please ask your account manager for details.

We’ll be adding more summer events to our calendar, including new Hike, Bike & Paddle dates. Check our event calendar on our website, www.bcbsvt.com, for the most up-to-date information.
Empowering Change with Our Accountable Blue Team

By Kate Harbaugh

Tracy Gallo, Jessica Moore, Kim Langlas, and Myra Fundis, Blue Cross and Blue Shield of Vermont’s (BCBSVT) health and wellness team, exude a powerful energy when they are together. They talk excitedly about health and wellness statistics, clearly determined to provide actionable information. They understand the importance of caring for neighbors. They state excitedly, “I have the best job in the world. My passion in life is to help people find their best possible health and wellness.” And, “I believe health and wellness is a big part of that.”

Tracy is a certified culture coach, certified valuation specialist, certified intrinsick coach, and certified worksite wellness program manager. She is well-versed in business analysis and national change management at a professional level.

The thing that really sets Tracy apart is her contagious enthusiasm for her work and her colleagues. “We have the best team! I know I can rely on my teammates if I need to brainstorm and talk things through.”

Tracy’s foresight, skills, and generosity of spirit are invaluable to her team and BCBSVT as a whole.

Jessica Moore, health and wellness program consultant, brings her myriad experiences to make wellness work for our clients. Prior to BCBSVT, Jessica’s expertise ranged from working for the Health and Wellness Institute in Providence, Rhode Island, to teaching anatomy and physiology at Johnson State College. Her drive for excellence is palpable. She states, “This is a global thing. We’re trying to empower communities, and the committees that inspire them, to get and stay healthy.”

Kim Langlas, health and wellness program consultant, brings her myriad experiences to make wellness work for our clients. Prior to BCBSVT, Kim’s expertise ranged from working for the Health and Wellness Institute in Providence, Rhode Island, to teaching anatomy and physiology at Johnson State College. Her drive for excellence is palpable. She states, “This is a global thing. We’re trying to empower communities, and the committees that inspire them, to get and stay healthy.”

Kim received her Master of Arts in communications from New England College. Her drive for excellence is palpable. She states, “This is a global thing. We’re trying to empower communities, and the committees that inspire them, to get and stay healthy.”

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Myra Fundis, client engagement and web specialist, maintains the My Blue Health Wellness Center website. Myra also creates all client-facing health and wellness materials with the help of BCBSVT’s communications team. Myra’s expertise brings numerous experiences to her role. Myra is a certified health and wellness coach, certified worksite wellness culture coach, certified worksite wellness specialist, and certified worksite wellness program manager. She also received her WELca well-workplace certification in December 2014.

Tracy Gallo eloquently states, “Myra is theynchpin of our team. She is the hub of activity. She fosters collaboration between her team members and also between clients. Because Myra knows what is going on with each of our Accountable Blue groups, she can see intersections and possible collaborations where maybe the rest of us can’t.”

Myra, a native Vermonter, also loves spending time outside hiking, running and exploring with her dog, Jax. Kim states, “Innovation and client-centered engagement are of the utmost importance if we are to foster community-based grassroots change.”

Jessica Moore, health and wellness program consultant, brings her large-group, client perspective to Blue Cross and Blue Shield of Vermont. As the former health educator for the State of Vermont, Jessica’s experience working for a large, diverse client informs her work here at BCBSVT. She asks herself daily, when communicating with clients and developing their wellness programs, “What resources are necessary to help this client succeed?”

Additionally, she is a certified health and wellness coach and a certified wellness culture coach. She understands what it takes to promote and incentivize wellness in the workplace successfully. She states, “Return on investment (ROI) is a business term we hear everywhere. But, we really can see the ROI with our Accountable Blue groups. We have the statistics, the data, and our incredible analytics team here at BCBSVT to help show the whole story, not just a segmented part.”

Outside of work, she loves to cross-country ski and teaches fitness and swim classes at The Swimming Hole in Stowe.

Tracy states, “Empowering our local communities, bringing our expertise when we see gaps, bring our solutions to the table. These women are shifting the worksite wellness paradigm. They are taking Vermonters from the old world, where change was stifled and occurred in silos, to the new world, where change requires whole communities and actionable goals. Jessica states, “Wellness is always evolving. As a team, we’re looking at what we can offer our clients and how we can make our health and wellness programs better. We strive daily to continue to grow and stay fresh.”

Tracy states, “Empowering our local communities is the first step to creating healthy communities in the future.”

For more information on becoming an Accountable Blue group, and working with BCBSVT’s health and wellness team, contact your account representative for details.
partnerships and set new goals for the future. Sikorski states, “As we move forward, we need to make sure we’re not losing sight of our various audiences. It is important to speak face-to-face. It’s important to remember our patient community is also our employee community and our community at large. The next steps require clarity, focus and collaboration.”

1:1 Healthy Lifestyles— Decrease Health Care Costs
Megan Penrick, managed health care analyst for Blue Cross and Blue Shield of Vermont, presented at the November 13 event and states, “As the analyst, I can tell you the numbers speak for themselves. If people are healthier, we save money on claims utilization. I love what makes my job so exciting is that we’re also changing people’s lives for the better. It’s not just about cutting costs; it’s about changing behavior. Really, it’s about committing to health and wellbeing as our core strategy.”

The symposium provided a channel to highlight the return on investment these hospital groups have been experiencing. Sarah Hadekiewicz, R.N., M.S., is Rutland Regional Medical Centers’ health trust director and a Vermont Blueprint for Health manager. She was present at the hospital symposium and states, “The need for this program [Accountable Blue] is well documented by the aggregate data BCBSVT provides related to the health and wellness of our employees and dependents. The data show that our chronic care population requires special consideration. Therefore, for us, our health and wellness program focuses on preventing, or appropriately managing, any chronic care health conditions. Without the numbers BCBSVT provides to us, we wouldn’t understand the whole picture; we wouldn’t be able to control costs in the same manner.”

The Accountable Blue hospital group symposium proved to be a great success. It brought together influential leaders in the health care industry, and provided key stakeholders the opportunity to engage in dynamic conversations designed to promote health and wellness in the workplace and in our communities. The organizations present that day not only focused on the end result—get healthy, reduce costs—but on how to attain these goals using analytics, shared experience and collaboration. Tracy Gallou, health and wellness program consultant for BCBSVT states, “Individual change doesn’t have to be change everything today.” Change can be one, little, tiny step. The same holds true for our Accountable Blue groups. Accountable Blue groups don’t have to go out and offer huge programs that cost a whole lot of money. What Accountable Blue does is help you do something that works for you, where you are right now. So you can be successful.” The same is true for our families and our communities. Actionable, people-centered goals bring about change. Nevertheless, in order to see this change through, collaboration and communication must play leading roles in attaining a functional community-based model for our employer groups.

Leadership Counts
Susan Bruce, Porter Medical Center project manager for Blueprint for Health states, “Our senior leadership team understands the value of a healthy workforce and supports our initiatives. With their help and our hard work, we think this is happening!” BCBSVT leadership echoes this sentiment. Andrew Galfand vice president of client relations and external affairs states, “There’s a synergy between having health in the workplace and having a healthy workplace that is remarkable. We started out with employer groups by helping them build wellness programs at their workplaces. What we found was we were making them better places to work.” If we can translate the successes our hospital groups are experiencing to other Accountable Blue groups, as well as to the community at large, we can expect to experience lower health care costs and healthier community members. Don George, CEO of Blue Cross and Blue Shield of Vermont states, “Our best people strategies are also the best health care strategies.” Accountable Blue surely embodies our best people strategies. For more information on becoming an Accountable Blue group please contact your account representative for details.

Healthy work places lead to healthy populations

Worksite engagement
- build wellness infrastructure
- providers promote wellness through delivery of preventive care
- employee incentives
- shared understanding of healthy outcomes

Healthy outcomes
- population engagement
- shared accountability and risk for healthy outcomes
Congratulations to our December Go Green FitBit Winner—

the Visiting Nurse Association of Chittenden County!

Blue Cross and Blue Shield of Vermont is committed to reducing the amount of paper we use in administration of your benefits plan. In past years, we have vastly reduced the amount of hard-copy benefits materials we send at enrollment or renewal time. We’re excited to announce that now members can get their Explanation of Benefits (EOB) documents online at our member resource center, eliminating the need for us to print and mail them.

Although the contest for winning a FitBit is now over, you can still encourage your employees to go green. Here’s how your employees can opt for e-delivery:

• They should visit www.bcbsvt.com/mrc and log in or register.
• They can then find the “Go Green” button at the top of the page, and let us know that they will forego paper EOBs.
• Then they will select whether they want online delivery only or if they want emails or text notifications.
• Employees can log in to the Member Resource Center at any time to see copies of their EOBs from the last 18 months. They may also call our customer service team at (800) 247-2583 and opt in to online EOB delivery.

Get ready for National Walk @ Lunch Day®!

Planning a walk at your workplace is easier than you think. Walks vary in size and structure, but the checklist below can help you plan your own successful National Walk @ Lunch Day event. Contact your account representative if you plan to host a walk. We would like to feature some of the employer walks in future issues of Blue Compass.

Choose the steps that make sense for your organization:

☐ Get approval from senior management to host a National Walk @ Lunch Day walk at your workplace.
☐ Organize a planning team to plan the event.
☐ Determine an event site and walk route.
☐ Contact any public safety departments necessary to ensure the safety of your event.
☐ If you are hosting your event in a public space, obtain any permits necessary to reserve the space.
☐ Reach out to any spokespersons and VIPs you would like to speak and any additional organizations you want to invite to participate.
☐ Identify a spokesperson to discuss the walk with local media.
☐ Reserve any vendors that will be needed at the walk (catering, sound crew, photographer, etc.).
☐ Distribute promotional event materials.
☐ Finalize a detailed run-of-show for your planning team, outlining every component of the walk.
☐ Conduct any final outreach to participants the morning of the walk.
☐ Walk!
☐ Send “Thank You” letters to spokespersons, VIPs and those who helped with the planning and execution of the walk.

Send us your email address

We’re hoping to update our group employer email distribution list so we can better serve our groups with timely health care updates and information. Please help us in our collection and send us your email addresses. If you want anyone else in your company or organization to receive information from us, please feel free to include their email addresses as well.

To add your email address or addresses to our list, please visit this link: www.bcbsvt.com/compass.

Join Blue Cross and Blue Shield of Vermont and tens of thousands of walkers state- and nationwide for National Walk @ Lunch Day on April 27, 2016. This is the tenth year of National Walk @ Lunch Day and we’re encouraging all our groups to plan a walk for employees.

National Walk @ Lunch Day has made a big difference in the health of all Americans. When done briskly on a regular basis, walking can help:

• decrease the risk of heart attack and Type-2 diabetes
• control weight
• improve muscle tone
• reduce stress

Get ready for National Walk @ Lunch Day®!
### 1095 A, B and C Forms and What to Expect this Upcoming Tax Season

As you may already know, the Affordable Care Act requires Americans to maintain health coverage or pay tax penalties. In 2016, for the 2015 tax year, the IRS requires health care coverage tax reporting—the IRS waived the reporting requirement last year. In order to ascertain who received coverage in 2015, the federal government requires reports from employers, individuals and insurers. This year, depending upon your specific situation, you may receive multiple 1095 forms.

**All of our Blue Cross and Blue Shield of Vermont plans meet the Affordable Care Act requirements,** which means our plans satisfied the employee and individual mandate required by the IRS. If you or your employee had a break in health care coverage lasting three months or more, you or your employee may have to pay a tax penalty.

**If you or your employees want to file your taxes now—we can provide proof of coverage.**

If you or your employees are interested in filing taxes before you receive the IRS form 1095 A, B or C, you may print a proof of coverage from the Member Resource Center. Please visit [www.bcbsvt.com/MRC](http://www.bcbsvt.com/MRC) log on and print a Proof of Coverage.

If you have questions about any of the IRS forms, please consult an attorney, accountant, tax preparer or other professional.

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### Don George receives Go Red for Women Crystal Heart Award from the American Heart Association

Don George, President and CEO of Blue Cross and Blue Shield of Vermont, has been honored by the American Heart Association (AHA) for helping improve the health and wellness of Vermonters and Vermont businesses through Blue Cross and Blue Shield of Vermont’s (BCBSVT) Accountable Blue program. George received the Go Red for Women Crystal Heart Award at the Association’s annual Go Red for Women Luncheon on Thursday, January 28. The award is presented annually to a Vermonter who is an advocate, volunteer and role model for improving the health of our community.

Accountable Blue is an innovative health and wellness product that joins workplace health and wellness programs with all of the elements of a vibrant and engaging workplace. The relationship between the conditions in which we live and work is a frequently overlooked risk factor for illness. Accountable Blue addresses the risk by fostering healthy organizations, combining health and wellness programs and people-focused workplaces.

Accountable Blue began in 2010 with a few visionary BCBSVT customers, but has since grown to include more than 40 organizations and more than 51,000 Vermonters. The companies in Accountable Blue have all made leadership commitments to creating healthy organizations. With funding, consulting and programming from Blue Cross and Blue Shield of Vermont, the Accountable Blue groups have established wellness goals, provided financial incentives for participation and launched customized wellness campaigns at their worksites. The program has improved preventive care use and significantly lowered health costs for participants.

The genesis for Accountable Blue began at home. George has transformed the culture at BCBSVT to integrate employee health and wellness into the organization’s core strategy. His commitment to employees’ health has resulted in a workplace wellness model that is truly holistic, focusing on the multiple dimensions of physical fitness, financial health and stress management, as well as spiritual and social well-being. Some 97 percent of BCBSVT employees set personal health and wellness goals and participate in activities that improve their personal health. Statewide, BCBSVT hosts, sponsors and participates in more than 100 community events, staffing events with a “Blue Crew” made up of employee volunteers. George has also helped the American Heart Association’s Central Vermont Heart Walk gain momentum, tripling in size since 2014.

“We are grateful for Don’s support of our mission,” says Andrew Holman, Senior Regional Director of the AHA. “He not only supports a team of BCBSVT employees who volunteer on the Go Red for Women leadership team, but he is also the first male Vermont Chapter Circle of Red supporter.” George and other BCBSVT employees participate in community health initiatives like the Vermont Corporate Cup Challenge and the Lake Champlain Dragon Boat Festival. He maintains a personal commitment to health and wellness through daily activities such as running and weight training.

George invited the 520 business leaders at the award ceremony to join BCBSVT in cultivating healthy workplaces to reduce health care expenditures, enhance organizational performance, drive business development and improve people’s lives. “Our best people strategies are also the best health care strategies,” said George, “and our battle with heart disease begins with the health and heart of our organizations.”
Blue Compass

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