



# Welcome to UnitedHealthcare Motion

Helping your participants walk their way to a healthier lifestyle

United  
Healthcare



UnitedHealthcare Level Funded comes with something many plans don't: a tool for healthier living that gives your plan participants an opportunity to earn money for qualified out-of-pocket medical expenses. It works with a wearable activity tracker and a mobile app provided at no additional cost as part of their benefit plan. Participants may get more out of the program if they have an executive champion; information on the following pages should help prepare you to be that champion.

Through this program, eligible plan participants and enrolled spouses may each earn up to \$1,095 this year toward copays, prescriptions and deductibles (for themselves or covered dependents).

## Why enroll in Motion?



### **Walking may be convenient, practical and free**

It may improve mood, increase focus and reduce risk of disease.



### **It may help build culture**

Walking with others may strengthen connections and promote a cohesive work environment. Walking alone may restore energy, focus and creativity.



### **It may help manage costs**

The more FIT goals participants achieve, the healthier they may be, which may help lower health care costs for everyone.

We look forward to supporting you and your plan participants with this rewarding program.



# All about Motion

## Getting started

Using activity trackers and set-up guides, participants:

- Receive a welcome message that highlights the program’s details and encourages them to register and begin their Motion journey. If we have your plan participants’ email addresses, we will send them an email. If we don’t have a valid email address, we can make available a welcome letter template for you to distribute to all eligible plan participants.
- Create individual accounts at [unitedhealthcaremotion.com](https://unitedhealthcaremotion.com) and install the app on their smartphones and/or computers.
- Link their activity trackers to their accounts.
- Take test walks and sync acquired steps on their trackers to their accounts.

## Using the activity tracker and syncing steps

Participants wear their activity trackers and walk to meet the daily FIT goals. Their trackers record their steps and goal achievements and can sync with their online accounts wirelessly.\*

Once a week, we recommend that participants manually sync their activity trackers to their Motion account. Instructions to sync on demand vary by device and can be found on the app, in the set-up guide or in the FAQs. The FAQs are accessible from the website’s 3-bar menu icon or by selecting “online help” on the mobile app.

## Tracking participation, progress and earnings

**Reports** – Keep tabs on the group by logging in to [unitedhealthcaremotion.com](https://unitedhealthcaremotion.com) as an admin (not your personal login credentials). Your admin credentials are found on the welcome email you received. Once logged in as an admin, you’ll find Reports in your menu. That’s where you can see how many in your group have signed up. Later, you can access activity reports there, too.

**Rankings** – This is your landing page when logged in as an administrator. Most users find the rankings information very motivating and like to see how their progress compares to others. **As the program administrator, you must turn on a feature to allow your group’s screen names to be visible.** Simply log in as an admin and go to **Settings** to enable screen names by checking the box.

**Dashboards** – Participants can get real-time feedback on their progress with the Motion app on their smartphones or by logging in to [unitedhealthcaremotion.com](https://unitedhealthcaremotion.com) on their computers. Daily and monthly dashboards show participants their individual goal achievements, FIT earnings totals and progress. There are even personal trophy cases with earned badges.

**Activity trackers** – The activity trackers enable users to check on the day’s progress toward daily FIT goals. They also vibrate or chirp to remind users to get up and walk if they’ve been sedentary for 1 hour.

**Email** – The Motion team sends weekly and monthly FIT goal achievement summaries via email to help participants stay engaged in the program.

\*As long as the Motion app is open and the activity tracker is within 30 feet of a Bluetooth-enabled smartphone or computer.



# Getting active with FIT goals

Just as healthy eating requires meals to be spread throughout the day—with the right balance of nutrients—there is a recipe for healthy walking. Total step count is one ingredient, but frequency and intensity of movement may be significant contributors to good health, too.

The 3 daily goals are based on this need to walk with Frequency, Intensity and Tenacity.

	Daily goals	Potential benefits
	<b>Frequency</b> Six brief walks over the course of a day, at least an hour apart. (For each walk, need 300 steps within 5 minutes.)	Reduces risk factors for metabolic and cardiac health conditions
	<b>Intensity</b> One brisk walk of 3,000 steps within 30 minutes or 30 minutes performing other eligible activities.	Reduces risk factors for cardiovascular, metabolic, bone and mental health conditions, as well as cancer
	<b>Tenacity</b> At least 10,000 steps in a day. (The activity devices will reset at midnight local time.)	Increases energy expenditures and can help manage weight
	<b>Participation</b> 2,500+ steps per day with no FIT rewards.	Encourages those who do not regularly hit their FIT goals to continue being active

Working out for an hour a day may still leave you with an elevated risk of abnormal cholesterol and high blood sugar—if you spend the majority of your day sitting. It may be better to move multiple times a day. A study published in *Science & Medicine* suggested people may tend to overestimate how much exercise they get each week by more than 50 minutes, and they underestimate sedentary time by more than 2 hours. Our FIT goals and activity trackers may help inform people and keep them engaged in their own well-being.



# Launch checklist

## Consider these steps to help get your plan participants started

**Familiarize yourself** with the FIT goals, earnings information and dashboards so you can help participants with their questions.

**Introduce the program** to plan participants. If we have your plan participants' email addresses, we will send them an email. If we don't have a valid email address, we can make available a welcome letter template for you to distribute to all eligible plan participants. It's best if you can have a meeting to help plan participants fully understand the program.

**Let participants know** there's a registration credit of \$55 that can be applied to purchased devices or taken as a reward if they use their own Motion-compatible device. Purchased devices are delivered to the participant's home.

**Email plan participants.** As an admin, we recommend that you engage your plan participants by sending an email encouraging them to take advantage of the Motion program. Go to the menu when logged in as an admin and look for **Materials** under **Resources** for an email template and promotional poster. Let them know how rewarding participation in Motion can be.

## Get people talking and walking

- Hang the promotional poster where plan participants congregate
- Enable Rankings to show screen names (log in with your admin credentials and go to **Settings** to enable the screen names)
- Encourage company leaders to show support and facilitate walking opportunities
- Recruit influential coworkers to be ambassadors to promote the program and create company challenges





## Promoting the program

**Recruit program ambassadors.** Ask a few influential plan participants to boost excitement around Motion. Request that your executive leader(s) communicate their support for the program. Enlist the leadership team to help encourage walking and walking meetings. In addition to supporting Motion, this can also increase morale and foster workplace connectedness.

**Keep the program visible.** Use your reports of company-wide statistics (like total company steps) to help share progress and achievements. Remember, when logged in as an admin, you can go to the menu and find helpful resources.

**Make it social.** Invite colleagues to join you for walks and encourage the formation of small walking groups or teams. Team walks can build camaraderie and strengthen relationships.

**Create team challenges.** Be sure to enable screen names for the Rankings (in administrator **Settings**). Create team challenges and reward participants for hitting certain benchmarks or for being at the top of the Rankings for a designated number of days each month. Consider launching a challenge 4–5 months into the program.

Our most popular challenge includes all 3 FIT goals and lasts from 4–6 weeks. Anything longer usually results in decreased engagement. Winning is determined by the team with the highest average FIT goal achievement over the course of the competition.

**Make a walking map.** Create a simple map of the building, grounds or local area showing the distance, time and approximate step count for each route. Distribute the maps to participants to help them plan and manage their walks to achieve maximum benefits.





# Earnings amounts and information

**Accruing earnings** – For every goal achieved each day, participants accrue FIT earnings in their Motion accounts online. They can see the amounts they've earned on their individual dashboards.

**Award amounts** – Each participant may have the ability to earn \$1,095 per year by achieving FIT goals.

**Registration credit** – A registration credit of \$55 can be applied to purchased devices or taken as a reward if they use their own Motion-compatible device. Purchased devices are delivered to the participant's home.

## FIT goal values

- **Frequency: \$365 per year (\$1 per day)**
- **Intensity: \$365 per year (\$1 per day)**
- **Tenacity: \$365 per year (\$1 per day)**

## If Motion rewards are distributed into an HSA:

**Once each calendar quarter, plan participants' earnings are transferred to their HSAs.<sup>1</sup>**

**Earnings distribution:** Think of the quarterly transfers as distributions. Plan participants must open an HSA for their rewards to be distributed. If your organization's HSAs are with Optum Bank®, Motion will make deposits into a designated plan participant account for up to a full calendar year. If a plan participant does not set up an account by the end of a calendar year, 1 more attempt will be made mid-February of the following calendar year; otherwise, the plan participant forfeits that money. In addition, Optum Bank will send plan participants 2 reminders over the course of the calendar year to encourage them to open their bank account.

Plan participants of plan sponsor groups who elect to use another financial institution (entity must accept member-level direct deposit) and do not have their account number or the institution's routing number are not able to receive earned rewards until the Motion website is updated.

It's important that your plan participants open an HSA and enter their routing and HSA account numbers on the UnitedHealthcare Motion website for their rewards to be deposited. If a plan participant does not set up an account by the end of a calendar year, 1 more attempt will be made mid-February of the following calendar year; otherwise the plan participant forfeits that money.

continued

## Traditional PPO/EPO

**Balance transfers** – Once each quarter, plan participants are reimbursed for qualifying out-of-pocket expenses that they have incurred up to their earning balance, via a gift card.

**Earnings distribution** – Once funds have been transferred, plan participants are reimbursed for qualified out-of-pocket medical expenses that they've incurred. If their qualified out-of-pocket medical expenses are less than their FIT earnings at year's end, 50% of FIT earnings will roll over for use in the next calendar year.

For more information about the reimbursement process, direct plan participants to call the number on their health plan ID cards.

### Important notes about limits

- Like all tax-deferred accounts, HSAs have funding limits set by the IRS, and we encourage all Motion participants to monitor, and potentially adjust, their contributions to stay within the annual funding limits.
- Another limit to be aware of is the wellness incentive maximum. HIPAA rules limit the amount of wellness incentives that may be applied to a plan participant's health plan to 30% of the total cost of coverage.

**Ready. Set. Get in Motion.**

Contact your UnitedHealthcare representative for more information

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<sup>1</sup> Rewards earned from eligible members in the Walk-It-Off payment option will be applied monthly to outstanding device balance.

<sup>2</sup> Receiving a reward card may have tax implications. You should consult an appropriate tax professional to determine whether you have any tax obligations from receiving this card under the program.

UnitedHealthcare Motion<sup>®</sup> is a voluntary program. The information provided is for general informational purposes only and is not intended to be nor should be construed as medical advice. You should consult an appropriate health care professional before beginning any exercise program and/or to determine what may be right for you. Receiving an activity tracker and/or certain credits and/or purchasing an activity tracker with earnings may have tax implications. You should consult an appropriate tax professional to determine if you have any tax obligations under this program, as applicable. If any fraudulent activity is detected (e.g., misrepresented physical activity), you may be suspended and/or terminated from the program. If you are unable to meet a standard related to health factor to receive a reward under this program, you might qualify for an opportunity to receive the reward by different means. You may call us toll-free at **1-855-256-8669** or at the number on your health plan ID card, and we will work with you (and, if necessary, your doctor) to find another way for you to earn the same reward. Rewards may be limited due to incentive limits under applicable law. Subject to HSA eligibility, as applicable.

The UnitedHealthcare plan with Health Savings Account (HSA) is a qualifying high deductible health plan (HDHP) that is designed to comply with IRS requirements so eligible enrollees may open a Health Savings Account (HSA) with a bank of their choice or through Optum Bank, Member of FDIC. The HSA refers only and specifically to the Health Savings Account that is provided in conjunction with a particular bank, such as Optum Bank, and not to the associated HDHP.

Administrative services provided by United HealthCare Services, Inc. or their affiliates, and UnitedHealthcare Service LLC in NY. Stop-loss insurance is underwritten by All Savers Insurance Company (except CA, MA, MN, NJ and NY), UnitedHealthcare Insurance Company in MA and MN, UnitedHealthcare Life Insurance Company in NJ, UnitedHealthcare Insurance Company of New York in NY, and All Savers Life Insurance Company of California in CA.