



IC&EE, LLC

A Healthier You!

Here's what you need to know to receive your wellness reduction in medical contributions in 2027.



Don't forget to complete all components to receive your weekly wellness reduction in 2027!*

These components will all need to be completed by **November 30, 2026**. If any of the components are not completed by the employee and spouse, they will not be eligible to receive the wellness reduction in 2027.

If you have additional questions or want to request a reasonable accommodation or an alternative standard, please contact Jason Gigous.

By participating in the annual wellness program offered to all Johnston Construction divisions, employee/spouse or family will receive \$30 per week reduction and employee only or employee/child(ren) will receive \$15 per week reduction in medical/prescription drug plan contributions in 2027. If both you and your spouse are enrolled in the health plan in 2026, **both** of you must complete the program requirements. Participation is voluntary – however, if you and your spouse (if applicable) complete the wellness program requirements in 2026, you'll pay less in payroll deductions for medical and prescription drug benefits in 2027.

In order to receive the reduction for the first period of 2027, both requirements below **must be** completed by November 30, 2026.

- **COMPLETE A BIOMETRIC SCREENING** which is a blood pressure reading as well as a blood draw that measures total cholesterol, HDL, LDL, Triglycerides and blood glucose. This can be done as part of the annual physical (Patient to give enclosed certification form to provider).
- **COMPLETE A PHYSICAL EXAMINATION** from your Primary Care Physician (PCP) (Patient to give enclosed certification form to provider).

**If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard.*