



Frequently Asked Questions

Healics Health Screening

Who is Healics?

Owned by medical professionals, Healics offers health assessments, professional health coaching, biometric screenings and face-to-face, customized services to help you enjoy the best, brightest life possible. Founded in 1985, we're the industry leader in preventive health and wellness programs. The Healics team includes examiners, coaches, managers and office staff dedicated to providing a positive experience and the highest level of customer service to you throughout the health screening process.

What is a health screening?

It's a personal health assessment and biometric screening, including a blood draw, performed at your work site during work hours. You will get a report that gives you the results of the biometric screening, including information about your health risks.

Why is my employer offering the program at my worksite at no cost to me?

Your employer understands that you are at your best when you are healthy. Many people don't visit their primary care provider for an annual physical. A wellness program brings some of the features of an annual physical right to you. When you know your health risks (high blood pressure, high cholesterol, high glucose, etc.), you are in a better position to prevent future problems and/or get treatment for existing problems early on, before they become more serious.

Why should I participate?

There are many reasons to take advantage of this free program, including:

- It's a benefit, offered to you at no cost by your employer, and may save you money. Taking part in the health screening can save hundreds of dollars in lab costs from being charged to you or to the medical plan.
- It's convenient and confidential. No personal test results are released to your employer without your written consent.
- Knowledge. You will get results on a variety of factors that can affect your health. Knowing your health risks allows you to treat health problems at an early stage, often before they can become more serious health conditions.
- Annual comparisons. Your Individual Health Profile shows data for all the years you take part in the health screening with the same employer. You will be able to compare your current results with past years to track your progress.



What is involved?

1. You complete all necessary forms associated with the health screening.
2. At your screening, an examiner takes your physical measurements for blood pressure, height, weight and waist size. The examiner will take a blood sample from a vein in your arm or finger depending on the method of screening your employer has chosen. The sample is tested for*:
 - Nicotine - present in the blood of tobacco users or those who routinely use nicotine products or are exposed to second-hand smoke.
 - Glucose or Hemoglobin A1c - sugar found in your blood.
 - Triglycerides - fatty substances found in your blood.
 - LDL (bad cholesterol), HDL (good cholesterol) and Total cholesterol - fats found in your blood.
 - Various liver function tests - the liver filters harmful substances in your blood (such as alcohol and medications).
 - Prostate-specific antigen (PSA) - a protein produced by cells of the prostate gland. High levels can indicate inflammation or disease. (This test is optional and for males only, at or above a specified age. Your employer will decide if this test will be offered and determine the age of participants.)

*Some tests may not be available due to method of screening.

3. Completed health assessments and blood sample results are sent to Healics. The data is uploaded into the Healics database. Individual Health Profiles are available online via the MyHealics Dashboard.
4. Healics gives your employer a summary group report of all employees that shows your company's overall health risks (such as high cholesterol) and employee interests. This allows your employer to offer programs that work to improve the health of the entire company. **Your employer does not receive any HIPAA protected health information.**

How do I prepare for the health screen?

Do the following:

- Read and follow the "Participant Instructions" and complete all necessary forms associated with the health screening.
- Fast for 8-12 hours (12 hours is recommended for the

most accurate lab results) — no food or drink other than water.

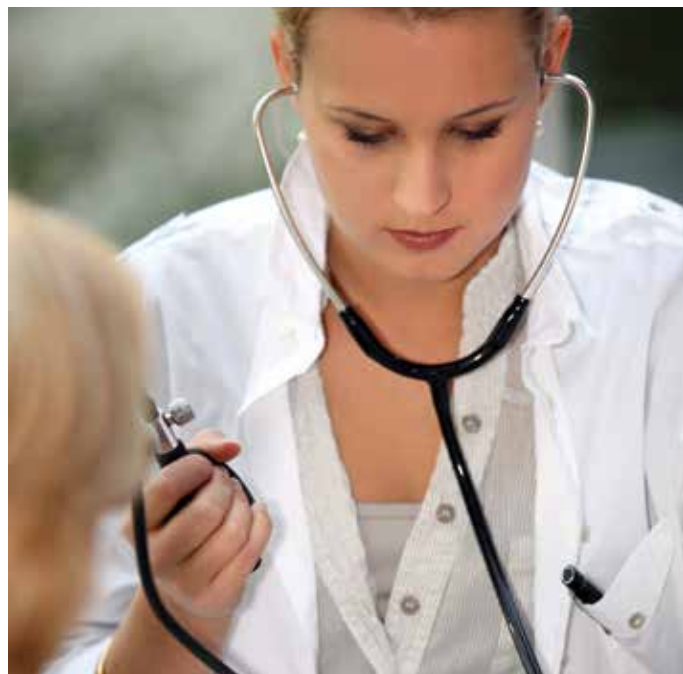
- Drink at least 16-32 ounces of water before your screening, so your body isn't dehydrated. This will help keep discomfort when obtaining the blood sample to a minimum.
- Don't exercise heavily before your screening. Sweating will reduce the water content in your blood and can make obtaining the blood sample more difficult.
- Continue to take any medications that your primary care provider has prescribed, especially insulin. Let the examiner know about those medications.
- Don't drink alcohol for at least 24 hours. Alcohol can dehydrate you, which could make obtaining the blood sample more difficult and affect some of your test results.
- Avoid caffeine and smoking for at least 30 minutes prior to your screening.
- Wear shoes that are easy to remove.
- Wear a shirt that is short-sleeved, sleeveless or easy to roll up over the elbow.
- Avoid wearing pleats or anything that bunches at your waist.

What if I am on prescription medication?

Continue taking your prescription medications so that your test results reflect this medical treatment. Most medications do not affect test results. It is especially important that you continue to take insulin if you are on that medication.

What if I have difficulty giving a blood sample?

If you know you'll have difficulty, tell the examiner before your blood draw. In the rare event the first blood draw isn't successful the examiner will try to draw your blood a second time. No more than two attempts will be made. If a blood sample can't be collected, call Healics at 1-800-HEALICS (800-432-5427) to discuss other options.



What if my blood pressure is abnormally high at the time of the test?

High blood pressure can indicate a medical condition, or it could be the result of stress (due to a variety of reasons). Either way, you should talk about your results with your primary care provider as soon as possible.

How do you calculate whether or not I have a healthy weight?

Although there is no one right way to measure if someone has an unhealthy body weight, the Body Mass Index (BMI) is currently used to define if you are underweight, overweight or obese. BMI is an estimate of body fat, and is calculated based on only your height and weight. Where you carry your body fat is also important in determining your risk of health problems. Waist circumference is a measurement of your stomach region at the belly button. If most of your body fat is around your waist, you are at a higher risk for heart disease and diabetes.

You can learn more about “Healthy Weight” in “Your Guide to a Healthier, More Vibrant Life” booklet available online via the MyHealics Dashboard.

Who will be notified of my results?

Only you, unless you authorize — in writing — that your results may be released to anyone else.

How do I know I can trust Healics to keep my information confidential?

Healics has more than 30 years of proven reliability. HIPAA (Health Insurance Portability and Accountability Act), a government made set of laws, requires that personal health information be kept confidential unless you give written permission for this information to be shared. Healics follows HIPAA laws.

What will the results tell me?

Nine measurable health risk factors are graded on a 100–point scale and your results fall into a specific color-coded range from blue (minimal) to red (extreme):

- **Nicotine Use** - If you use tobacco or nicotine products, or are routinely around others that use tobacco, there will be nicotine in your blood.
- **Weight (Waist/BMI)** - Knowing your healthy weight will give you a goal to work toward.
- **Blood Pressure** – Your blood pressure is the force of blood pushing against the walls of your blood vessels. Blood pressure is written as two numbers. The top number, the systolic pressure, is the pressure against the blood vessel walls when your heart beats. The bottom number, the diastolic pressure, is the pressure when your heart rests between beats.
- **Glucose or Hemoglobin A1c (venipuncture only)** - This is the sugar your body uses for energy and is the basic fuel it needs to stay healthy. However, too much glucose in

	MINIMAL	MODERATE	MEDIUM	HIGH	EXTREME
Nicotine Use					
Actual lab result	Negative	Negative	Negative	Negative	Positive
All participants	Never or Quit > 24 months	Quit 18 – 24 months	Quit 12 – 18 months	Quit Now – 12 months	Current Nicotine Use
Points	24 points	24 points	24 points	24 points	-6 points
Weight*					
Waist measurement	BMI Range	BMI Range	BMI Range	BMI Range	BMI Range
Male waist ≤ 40"	18.5 - 24.9	25 - 29.9	30 - 34.9	35 - 39.9	40+
Male waist > 40"	18.5 - 24.9	N/A	25 - 29.9	30 - 39.9	40+
Female waist ≤ 35"	18.5 - 24.9	25 - 29.9	30 - 34.9	35 - 39.9	40+
Female waist > 35"	18.5 - 24.9	N/A	25 - 29.9	30 - 39.9	40+
Points	24 points	18 points	12 points	6 points	0 points
* Your weight, along with where you carry it, both factor in to your overall risk category. Your actual risk is determined by your waist and Body Mass Index (BMI) measurement. First, identify the line with your waist measurement. Then, continue along that same line to your BMI to determine which risk category and points you achieved. A BMI of <18.5 will result in a loss of 6 points for underweight individuals due to associated health risks.					
Blood Pressure					
Systolic (Upper number)	119 or lower	120 - 129	130 - 139	140 - 159	160 or higher
Diastolic (Lower number)	and 79 or lower	and 79 or lower	or 80 - 89	or 90 - 99	or 100 or higher
Points	16 points	12 points	8 points	4 points	0 points
If your systolic and diastolic are in different point categories the lower point category was reported.					
Glucose					
All participants	100 or lower	101 - 113	114 - 125	126 - 153	154 or higher
Points	12 points	9 points	6 points	3 points	0 points
Triglycerides					
All participants	130 or lower	131 - 150	151 - 200	201 - 400	401 or higher
Points	8 points	6 points	4 points	2 points	0 points
LDL (Bad) Cholesterol					
All participants	100 or lower	101 - 115	116 - 130	131 - 160	161 or higher or unknown*
Points	4 points	3 points	2 points	1 point	0 points
* The "unknown" point category indicates a risk factor of a triglyceride level of 401 or higher.					
HDL (Good) Cholesterol					
Males	50 or higher	45 - 49	40 - 44	35 - 39	34 or lower
Females	60 or higher	50 - 59	40 - 49	35 - 39	34 or lower
Points	4 points	3 points	2 points	1 point	0 points
Total Cholesterol					
All participants	200 or lower	201 - 220	221 - 240	241 - 260	261 or higher
Points	4 points	3 points	2 points	1 point	0 points
Despite actual Total Cholesterol, you may have achieved higher points due to a better Total Cholesterol/HDL Ratio.					
Total Cholesterol/HDL Ratio					
Males	3.3 or lower	3.4 - 4.0	4.1 - 5.5	5.6 - 8.5	8.6 or higher
Females	3.3 or lower	3.4 - 4.0	4.1 - 5.5	5.6 - 7.0	7.1 or higher
Points	4 points	3 points	2 points	1 point	0 points
Total Cholesterol/HDL Ratio is Total Cholesterol divided by HDL Cholesterol.					
Total Points	100 - 86 points	85 - 71 points	70 - 61 points	60 - 51 points	50 points or lower
Values used on this scorecard are guidelines for prevention of known health risks and may be different than treatment guidelines utilized by your primary care provider.					
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Scorecard: 16 v1.00 HEA					
8919 W. Heather Avenue, Milwaukee, WI 53224					

your blood stream is not good for you.

- **Triglycerides** – These are another type of fat in your body that store excess energy from your diet. High levels of triglycerides are related to heart disease and stroke.
- **LDL Cholesterol** - LDL, or low-density lipoproteins, are a type of fat. LDL is the “bad” cholesterol. High amounts of this low-density fat can stick to blood vessel walls and clog up your arteries.
- **HDL Cholesterol** - HDL, or high-density lipoproteins, are the “good” cholesterol and removes the “bad” cholesterol from your body.
- **Total Cholesterol** - This is the total of both the good and bad fats in your bloodstream.
- **Total Cholesterol/HDL Ratio** - This ratio indicates what percent of your total cholesterol is made up of good cholesterol.

Your overall point total will identify your risk category as one of the following: minimum (blue), moderate (green), medium (yellow), high (orange), or extreme (red). “Your Guide to a Healthier, More Vibrant Life” booklet is available via the MyHealics Dashboard. It explains each measurable health risk and offer ways to improve your lifestyle and reduce your health risks. The report also includes an annual comparison page, so that you can track your progress from year to year with the same employer

How did Healics come up with the 100-point health scoring system?

Nine measured risk factors were weighted based on their impact on overall medical claims for the same year. Healics compared claims with costs for 30,000 insured people to calculate the numbers.

How can I measure my progress?

In most cases, health screenings are held annually, so you will be able to compare your results from year to year. One of the unique features of the Individual Health Profile is the comparison page, which shows results from all your years of participation with the same employer.

What if I have scores that fall into a high or extreme risk category?

This tells you that you will need to make some changes in your life to avoid potentially severe medical problems in the future. You should talk about your results, especially those in the high and extreme risk areas, with your primary care provider.

What if I receive a medical alert for blood pressure or a blood test?

Medical alerts are starred (*) on your report. If you receive a star on your report, this means that you have a biomarker value well outside the normal range. You should talk about your results with your primary care provider as soon as possible.

What if I have a medical condition that may affect my results?

If you have a medical condition that causes an elevated test result, you should talk about your results with your primary care provider as soon as possible.

Who provides the health screening program?

Healics has been in business since 1985 and is the largest independent provider of health screenings



in Wisconsin. To learn more, visit www.healics.com. The Healics examiners who come to your worksite are experienced professionals. They are qualified to do the tests that are involved. Blood samples are sent to Clinical Reference Laboratory (CRL) for testing (venipuncture screenings only). CRL is a licensed clinical lab that provides state-of-the-art testing in forensic toxicology and health screenings. CRL sends your blood test results to Healics to prepare your Individual Health Profile.

How is a health screen different from a health examination?

Your primary care provider performs a health examination. A Healics examiner does a health screen at your worksite. While many of the tests included in a health screen are the same as those done by your physician, a health exam includes more evaluations than are done during a health screen. For example, your primary care provider will examine your eyes, ears and mouth. This will not be done during a health screen.

Why doesn't a physician do the health screening?

The tests performed during the health screening do not require a physician, and the cost for a physician to do the health screening is much higher. If your results reveal a condition that should be treated by your primary care provider, it will be noted on your Individual Health Profile.

What if I am unhappy with my health screen examiner?

Notify your employer's wellness coordinator (or HR contact) immediately with any problems. Your coordinator will contact Healics, so we can address the problem.

What else is in it for me?

There are many reasons to take control of your health. Your family, your friends and your employer are all counting on you to be there for them. And most important of all — you'll enjoy a longer, happier, more vibrant life.

What if I have more questions?

You can ask a member of the exam team at the time of the health screen or call Healics at 1-800-HEALICS (800-432-5427).

