



Date printed/downloaded:  
Tue Nov 21 2017 10:51:00 GMT-0500 (Eastern Standard Time)

## Wellness

Toys“R”Us is committed to helping you and your family get the health care you need. In part, that means staying one step ahead of illness and medical emergencies.

If you (and your spouse/domestic partner) are eligible for a Toys“R”Us medical plan, the year-round Company-provided wellness program offers expert support and resources to help you and your covered spouse/domestic partner get healthy and stay healthy.

### 2017-2018 Wellness Rebate Program

Toys“R”Us offers you the opportunity to earn a rebate - up to a \$700 HSA deposit- by completing certain wellness-related actions. You must be enrolled in a Toys“R”Us medical plan to qualify for wellness incentives. [Learn more \(/health-wellness-insurance/wellness/wellness-rebate-program/\)](/health-wellness-insurance/wellness/wellness-rebate-program/).

### Wellness and Benefit Champion Network\*

To help our team members better understand the wellness resources that are available, we've established a dedicated network of Toys“R”Us team members in the GRC, DCs and Marketplace who will serve as your local Wellness and Benefit Champions. Your Wellness and Benefit Champions will:

- Make you aware of our Wellness Program and other wellness resources, assisting with general questions.
- Keep you informed of key messages and updates from the Benefits Team.
- Motivate you to participate in the available wellness initiatives.
- Organize smaller, focused wellness activities and challenges for your area.

To see a list of of the GRC Wellness and Benefit Champions, click [here \(/media/2058/grc-wellness-and-benefit-champion-network.pdf\)](/media/2058/grc-wellness-and-benefit-champion-network.pdf).

To see a list of the DC Wellness and Benefits Champions, click [here \(/media/2059/dc-wellness-and-benefit-champion-network.pdf\)](/media/2059/dc-wellness-and-benefit-champion-network.pdf).

### Save on Your Premiums By Being Healthy

Did you know that you can save money on your medical and supplemental life insurance premiums if you are tobacco free. Learn more:

- [Tobacco-Free Discount \(/eligibility-enrolling/tobacco-free-discount/\)](/eligibility-enrolling/tobacco-free-discount/)
- [Quit for Life Smoking Cessation Program \(/health-wellness-insurance/tobacco-cessation-program/\)](/health-wellness-insurance/tobacco-cessation-program/)

### More Wellness Resources

Take advantage of these additional resources to help you get healthier and maintain total well-being.

- [Health and Wellness Discounts \(/health-wellness-insurance/wellness/health-and-wellness-discounts/\)](/health-wellness-insurance/wellness/health-and-wellness-discounts/)
- [Personal Health Advocate \(/health-wellness-insurance/wellness/personal-health-advocate/\)](/health-wellness-insurance/wellness/personal-health-advocate/)  
[\\_ \(http://www.rusbenefits.com/health-wellness-and-insurance/wellness/vendor-newsletters-and-updates\)](http://www.rusbenefits.com/health-wellness-and-insurance/wellness/vendor-newsletters-and-updates)
- [Employee Assistance Program \(/time-away-other-benefits/employee-assistance-program-eap/\)](/time-away-other-benefits/employee-assistance-program-eap/)

### Wellness Rebate Program

If you (and your spouse/domestic partner) are covered under a Toys“R”Us medical plan, you are each eligible to earn up to a \$350 wellness rebate contribution into your Health Savings Account (HSA) by completing certain wellness activities. That's up \$700 per household!

Complete any of the activities below – **Biometric Screening, Health Assessment, Online and Phone Coaching Programs, OnDemand Training Programs, Healthy Activity, Castlight Activity, Zipongo Activity-** to earn a Wellness Rebate. Select activities can be completed more than once for rebate dollars (see *Activity Maximum*), providing more flexibility in how the \$350 can be earned.

**EARN UP TO A \$350 HSA CONTRIBUTION PER PERSON BY COMPLETING THE ITEMS BELOW  
(UP TO \$700 PER HOUSEHOLD)**

WELLNESS ACTIVITY	MAXIMUM COMPLETIONS (PER PERSON)	POINTS VALUE (PER PERSON)	HSA DOLLAR VALUE (PER PERSON)
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/biometric-screening/">Get a Biometric Screening (/health-wellness-insurance/wellness/wellness-rebate-program/biometric-screening/)</a>	1	100	\$100
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/health-assessment/">Take a Health Assessment (/health-wellness-insurance/wellness/wellness-rebate-program/health-assessment/)</a> <i>(through <a href="http://www.guidanceresources.com">guidanceresources.com</a> (<a href="http://www.guidanceresources.com">http://www.guidanceresources.com</a>))</i>	1	50	\$50
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/phone-coaching-program/">Complete a Telephonic Coaching Program (/health-wellness-insurance/wellness/wellness-rebate-program/phone-coaching-program/)</a>	No Max <i>(7 programs available)</i>	25	\$25
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/online-coaching-program/">Complete an Online Coaching Program (/health-wellness-insurance/wellness/wellness-rebate-program/online-coaching-program/)</a>	No Max <i>(9 programs available)</i>	25	\$25
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/healthy-activity/">Complete a Healthy Activity (/health-wellness-insurance/wellness/wellness-rebate-program/healthy-activity/)</a>	No Max	25	\$25
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/ondemand-training-program/">Complete an OnDemand Training Program (/health-wellness-insurance/wellness/wellness-rebate-program/ondemand-training-program/)</a>	2	25	\$25
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/zipongo-activity/">Complete a Zipongo Activity (/health-wellness-insurance/wellness/wellness-rebate-program/zipongo-activity/)</a> <i>(1 out of 3)</i>	1	25	\$25
<a href="/health-wellness-insurance/wellness/wellness-rebate-program/castlight-activities/">Complete Castlight Activities (/health-wellness-insurance/wellness/wellness-rebate-program/castlight-activities/)</a> <i>(3 out of 3)</i>	1	25	\$25

Complete the activities by April 30, 2018, to receive your wellness rebate for the 2017-2018 plan year\*\*.

In addition, you have access to an online Incentive Tracker through [guidanceresources.com](http://www.guidanceresources.com) (<http://www.guidanceresources.com>) that will track your completion of each rebate requirement.

**Get Started:**

- **Online:** [GuidanceResources.com \(http://www.guidanceresources.com/\)](http://www.guidanceresources.com)
  - Enter your user name and password. First time users: Click on "I am a first time user" or "Register" and enter the Toys"R"Us Web ID: EAP4TRU.
- **Phone:** 866-519-8360

## Receiving Your 2017-2018 Wellness Rebate

As you and/or your covered spouse/domestic partner complete the wellness activities, your rebate will be deposited into your Health Savings Account (HSA) as a before-tax contribution. Rebates are issued three times per program year:

COMPLETE/SUBMIT 2017-2018 WELLNESS REBATE PROGRAM ACTIVITIES BY *:	TO RECEIVE 2017-2018 REBATE IN **: (LAST PAY PERIOD OF MONTH)
October 16, 2017	November 2017
February 19, 2018	March 2018
April 30, 2018	June 2018

**HSA:** If you have an HSA open at the time the rebate is issued, the rebate will be deposited (pre-tax) into your HSA.

**NO HSA:** If your HSA is not open at the time the rebate is issued or if you are not eligible for an HSA, the rebate will be received as a taxable lump sum in your paycheck. It will appear in the Earnings Section of your check, under the code "9H".

*\*Team members MUST be enrolled in a medical plan to participate in the program. **Not available in Puerto Rico and Hawaii.***

*\*\*To receive the rebate, team members must be employed by Toys"R"Us and enrolled in a Toys"R"Us medical plan at the time the rebate is issued.*

## Personal Health Advocate

### Aetna Plans

- **Improved care, better health.** By continuously scanning Aetna claims and other member health data, **MedQuery** identifies opportunities for improved care. If you're enrolled in a disease-management program with Aetna, MedQuery gives your doctors care suggestions and treatment guidelines to improve your care; these are called "Care Considerations." **Care Considerations** will be sent electronically to all Aetna Members. MedQuery can also detect when routine preventive care has not taken place, so if you miss recommended preventive vaccinations or screenings, Aetna will contact you to remind you.
- **Personal help, detailed information.**
  - **Health Connections<sup>SM</sup>.** If you have an ongoing medical condition, it's likely that Aetna's Health Connections can help. With advanced help for over 30 chronic conditions, you and your covered family members can get support from personal health coaches and access to free educational materials to help you stay informed about the condition(s) you have and the care you receive.
  - **Online disease-management programs.** These programs can help you manage lower back pain, diabetes, pain, high cholesterol, high blood pressure and general chronic conditions. Log on to [www.aetna.com](http://www.aetna.com) (<http://www.aetna.com>) to start a program.
  - **Personal Health Record (PHR).** This secure online tool provides a comprehensive health profile you can share with your doctor and reminds you about health actions to take. Log on to [www.aetna.com](http://www.aetna.com) (<http://www.aetna.com>) to view and add to your PHR.
  - **Personal Health Advocate.** This care-management service gives you access to an Aetna nurse who can coordinate care with your health care providers/caregivers. Call 1-800-355- 9236 Monday through Friday from 8 am to 6 pm local time.
  - **Beginning Right Maternity Program.** Begin your pregnancy right for a healthy Mom and Baby throughout your pregnancy. Aetna's Beginning Right maternity program provides you with information on:
    - Care during pregnancy
    - Preterm (or early) labor symptoms
    - What to expect before and after delivery
    - Newborn care, and
    - If you have health conditions or factors that could hurt your pregnancy, you can work with a nurse case manager to help you lower those risks.Finally, if you aren't smoking-wonderful! If you are, there's even support to help you quit. The more you know, the healthier you both can be. It's easy to sign up for the program: Call 1-800-CRADLE1 (1-800-272-3531) weekdays from 8 am to 7 pm ET.
  - **Informed Health Line.** Speak with a registered nurse 24/7 about any health issue. Call 1-800-556-1555.
- **For quick reference on the above mentioned programs, click on the links below for printable program flyers.**
  - [Online Disease Management \(/media/1099/aetna-online-dm-flyer-45-02-300-1f.pdf\)](#)
  - [Personal Health Advocate \(/media/1953/toys-r-us-pha-pick-up-the-phone-flyer-2015.pdf\)](#)
  - [Beginning Right Program \(/media/1201/beginning-right-maternity-program\\_0.pdf\)](#)
  - [Informed Health Line \(/media/1097/aetna-informed-healthline-flyer-20-03-309-1.pdf\)](#)

### How Does it Work?

If you're enrolled in an Aetna plan and you (or one of your covered dependents) are identified as a candidate for a disease-management program, you'll be contacted directly by Member Services.

### Kaiser Permanente Plans

If you are enrolled in one of the plans administered by Kaiser Permanente, you and your family members have an advocate for your wellbeing.

- **Improved care, better health.** Kaiser Permanente's electronic health record connects you to your health care team, and the health care team to proven treatment and evidence-based guidelines. When your information is entered into your record, all the members of your health care team can use the information to better coordinate your care – from your nurse, to your doctor, to your specialist. That means you get personalized care where and when you need it.
- **Personal help, detailed information.** If you have an ongoing medical condition, your Kaiser Permanente health care team will support you. You'll receive personalized support for your health needs, including provider consultation, calls, and letters to encourage you to follow through with appropriate preventive care, medications and screening tests. You also have online support tools that help you stay engaged with your health and health care team. You can email your doctor's office, refill prescriptions, schedule appointments, and view past visit summary information all online with My Health Manager.

### How Does it Work?

If you're enrolled in a Kaiser Permanente plan (Kaiser Permanente-[Hawaii \(/health-wellness-insurance/medical-prescription-drugs/hawaii-team-members/\)](#) or Kaiser CDHP) and you (or one of your covered dependents) are identified as a candidate for an ongoing condition program, you'll be contacted directly by Member Services. All members benefit from the Kaiser Permanente electronic health record system, and registered users on kp.org can access their online personal health record through My Health Manager.

## Health and Wellness Discounts

If you are enrolled in an Aetna "R"CDHP or the Kaiser CDHP medical option, you receive discounts on a variety of health services and products.

- **Weight management**—Weight loss programs and products
- **Fitness**—Health club memberships and home exercise equipment
- **Natural care**—Chiropractic visits, acupuncture, massage therapy, nutritional counseling, over-the-counter vitamins and more
- **Vision care**—Eyeglasses, sunglasses, contact lenses and LASIK surgery
- **Hearing care**—Exams and hearing aids
- **Oral health care**—Discounts on products including Epic Dental, Waterpik and Colgate
- **Wellness**—Coupons for non-drug products related to a healthy lifestyle
- **Book discounts**—Discounts on books and DVDs purchased online at the MayoClinic.com Bookstore (You must visit this site through Aetna's website to get the discount.)
- **Zagat discounts**—Discounts on a one-year online membership to ZAGAT.com (You must visit this site through Aetna's website to get the discount.)

If you are an Aetna member and register on [Aetna Navigator \(https://www.aetna.com/individuals-families.html\)](https://www.aetna.com/individuals-families.html)®, you also qualify for web-only discounts at a variety of online vendors.

If you are a Kaiser member, [register online \(http://my.kp.org/toysrus/\)](http://my.kp.org/toysrus/) for additional discounts that may be available.

For more information, [contact your health plan provider \(/contacts-tools-resources/contacts/\)](/contacts-tools-resources/contacts/) online or by phone.

### Have a better annual checkup.

When you have limited time with your doctor, you want to discuss the health issues you're dealing with now and the risks you face in the future. When you complete the biometric screening and online health assessment, you'll receive a summary of your current health that you can share with your doctor.

### Aetna Women's Preventive Care Services

Click [here \(/media/1055/aetna\\_womenspreventivecare\\_flyer.pdf\)](/media/1055/aetna_womenspreventivecare_flyer.pdf) for a listing of Women's Preventive Care Services covered under the Aetna plan.

### Kaiser Permanente Preventive Services

Click [here \(/media/1056/kaiser-permanente-preventive-services-88033\\_hcr\\_preventive\\_services\\_flyer\\_v3c\\_hr.pdf\)](/media/1056/kaiser-permanente-preventive-services-88033_hcr_preventive_services_flyer_v3c_hr.pdf) for a listing of preventive services not subject to the deductible under the Kaiser plan.

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