

New Hire Program Requirements

Hire Date: November 1 – Dec 31, 2025

Employees and enrolled spouses will screen between **Nov 1, 2025 – Jan 31, 2026**, to earn Healthy Hillman Rate for 2025 and 2026; and then participate in the program between **Feb. 2– June 30, 2026**, to qualify for Healthy Hillman Rate for 2027.

- **2025 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount.*
- **2026 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount.*
- **2027 Plan Year Premiums:** Participate in Healthy Hillman program between **Feb 2 – June 30, 2026** to qualify for discount.**

Hire Date: January 1 – April 30, 2026

Employees and enrolled spouses who screen within 60 days of benefit eligibility date will earn the Healthy Hillman Rate for 2026 and 2027 plan years. If they miss the 60-day window, but screen during the 2026 program year they can still earn the Healthy Hillman Rate for 2027.

- **2026 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount.*
- **2027 Plan Year Premiums:** Screen within 60 days of benefit eligibility date * OR participate in current year program to qualify for discount.**

Hire Date: May 1 – October 31, 2026

Employees and enrolled spouses who screen within 60 days of benefit eligibility date will earn the Healthy Hillman Rate for 2026 and 2027 plan years.

- **2026 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount.*
- **2027 Plan Year Premiums:** Screen within 60 days of benefit eligibility date to earn the discount.*

Hire Date: November 1 – December 31, 2026

Employees and enrolled spouses will screen between **Nov 1, 2026 – Jan 31, 2027** to earn the Healthy Hillman Rate for 2026 and 2027; and then participate in the program between **Feb. 1 – June 30, 2027** to qualify for the Healthy Hillman Rate for 2028.

- **2026 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount. *
- **2027 Plan Year Premiums:** Default to Standard Rate - Screen within 60 days of benefit eligibility date to earn the discount.*
- **2028 Plan Year Premiums:** Participate in the Healthy Hillman program between **Feb 1 – June 30, 2027** to qualify for discount.**

* Screening only, criteria requirements waived.

** To earn the incentive, you must either meet the healthy targets or complete the Reasonable Alternative Standard (RAS).

Note: Spouses coming onto plan mid-year due to life change event will default to the employee's rate for the current year and upcoming plan year.

Benefit-eligible employees coming onto the plan mid-year due to a life change event are encouraged to participate in the annual Healthy Hillman program.