

Healthy Hillman: New Hire Program Requirements

New Hire Date	2024 Plan Year Requirement	2025 Plan Year Requirement	2026 Plan Year Requirement	Notes
Nov 1 – Dec 31, 2024	Default to Standard Rate Screen within 60 days of eligibility date - Participation only	Default to Standard Rate Screen within 60 days of eligibility date - Participation only	Screen with the regular population between Feb 3 – July 25, 2025	Member will screen between Nov 1, 2024 – Jan 31, 2025, for 2024/2025 incentive; and then screen again between Feb. 1 – July 25, 2025, for 2026 incentive
Jan 1 – April 30, 2025	n/a	Default to Standard Rate Screen within 60 days of eligibility date - Participation only	Screen within 60 days of eligibility date – Participation only OR Screen with General Population – Outcomes and Tobacco	One screening will count towards 2025 and 2026 plan years IF they screen within 60 days. If they miss the 60-day window, but screen with the general population, they can still earn the 2026 incentive.
May 1 – Oct. 31, 2025	n/a	Default to Standard Rate Screen within 60 days of hire date - Participation only	Screen within 60 days of hire date - Participation only	One screening will count towards both 2025 and 2026 plan years IF they screen within 60 days.
Nov 1 – Dec 31, 2025	Default to Standard Rate Screen within 60 days of eligibility date - Participation only	Default to Standard rRate Screen within 60 days of eligibility date - Participation only	Screen with the regular population between Feb 3 – July 25, 2026	Member will screen between Nov 1, 2025 – Jan 31, 2026, for 2025/2026 incentive; and then screen again between Feb. 1 – July 15, 2026, for 2027 incentive

Notes:

Spouses coming onto plan mid-year due to life change event, will default to the EE rate for current and upcoming plan years.

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