



WELCOME TO YOU CARE

YOUR TIDELANDS HEALTH WELL-BEING PROGRAM

YOU CARE is your employee partner well-being program. You care for the people of our community, and the Tidelands Health YouCare program lets you focus on yourself to support your overall health.

YouCare provides a customizable path to help you achieve your wellness goals while you have fun and earn contributions to your health reimbursement account (HRA) or lifestyle spending account (LSA). All full-time and part-time employee partners are eligible to participate in YouCare. You do not have to be enrolled in health benefits through Tidelands Health to participate and earn contributions.

If applicable, chronic condition management will be identified in your YouCare account and requires a series of appointments that need to be completed by July 31.

Complete YouCare activities to earn points, which will translate into dollars for your HRA or LSA. The goal is to accumulate 100 points for 100 percent maximum contribution.

To be eligible to earn points, all participants, including spouses, must complete the online lifestyle questionnaire by July 31. Once the questionnaire is completed, participants can begin earning points by completing eligible activities.

Get started

To get started in YouCare, beginning Oct. 1, visit tidelandshealthyocare.org.

New hires can register as a new user, using your last name, date of birth and last four digits of your social security number. You will be prompted to set a username and password, as well as other preferences in your new profile.

If you are a returning YouCare user, access your account at tidelandshealthyocare.org with the username and password you have established. After registering or logging on after Oct. 1, you can complete the online lifestyle questionnaire.

Get rewarded

When you participate in YouCare, you can earn HRA dollars to be used to pay for health care

expenses, including medical, vision or dental care and prescriptions.

Or you can select to earn a lifestyle spending account instead of earning an HRA contribution. Selection of your incentive choice (HRA or LSA) will be made when you complete your lifestyle questionnaire.

An LSA is an employer-funded, post-tax spending account that promotes healthy habits and overall well-being. Eligible expenses and plan details are customized by Tidelands Health. Reimbursement maximums and other restrictions apply. Please contact Tidelands Health WeCare at wecareteam@tidelandshealth.org for additional information.

You may only participate in either the HRA or LSA in a benefit year — not both.

We offer flexibility in earning your HRA or LSA contribution. With an extensive activity list, you can

achieve improved well-being and get creative as you consider all dimensions of your self-care — physical, emotional, occupational, financial, social, spiritual, environmental and intellectual. This supports the wellness goals most important to you. See the full list of activities at tidelandshealthyoucare.org.

BENEFIT COVERAGE TIER	MAXIMUM HRA CONTRIBUTION
Employee partner only	\$750
Employee partner + Spouse, Employee partner + Child(ren), Employee partner + Family	\$1,000
MAXIMUM LSA ELIGIBLE..... Employee only	\$250

New hires

Employees hired through July 31 can qualify for the 2027-2028 contribution by registering on the YouCare site and completing their Lifestyle Questionnaire (LQ) by July 31. Those joining after July 31 can look forward to participating in the upcoming 2027-2028 program cycle and accessing the same opportunity.

Employee partner + spouse / family coverage

SPOUSE ACTIVITIES

Your spouse can earn the maximum \$250 HRA contribution by completing all required wellness activities by the applicable deadlines.

The spouse HRA contribution will be added as a lump-sum deposit to the HRA amount earned by the employee.

Required activities:

1. Complete the Lifestyle Questionnaire by July 31.
2. Complete an annual visit with a primary care provider between Oct. 1 and Sept. 30 of the plan year.
3. Complete Chronic Condition Management requirements by July 31 (if applicable).

If applicable, Chronic Condition Management will be identified in your YouCare account with tasks that must be completed by July 31.

Employee partner + child(ren) coverage

You may earn an additional \$250 HRA contribution by completing the following activity by Sept. 30 for children covered by benefits under the employee

partner + child(ren) tier — but only if the employee has completed the lifestyle questionnaire by July 31.

- **Primary care visit between Oct. 1 and Sept. 30; for every child covered by benefits under the employee partner + child(ren) tier***

**No partial HRA contribution will be awarded if primary care visit documentation is not provided for all covered dependents.*

For additional information on YouCare activities or for more detail about the available activities and to maximize your incentive total for the next plan year please refer to the full program description available on tidelandshealthbenefits.org or contact your Tidelands Health WeCare department at wecareteam@tidelandshealth.org.

Questions?

Contact us at

wecareteam@tidelandshealth.org,
or visit tidelandshealthyoucare.org.

Confidentiality

The privacy of your personal information is extremely important to Tidelands Health and CoreHealth, our wellness program partner. Your personal information is not shared with your employer in an individually identifiable format and is only shared with the third parties necessary to provide wellness services and as otherwise permitted by law. Please visit tidelandshealthyoucare.org for privacy policy details.

Reasonable alternatives

Your health plan is committed to helping you achieve your best health. Incentives for participating in the well-being program are available to all full-time and part-time employee partners. If you think you might not be able to meet a standard for an incentive under this well-being program, you may qualify for an opportunity to earn the same reward by different means. Contact the WeCare department at wecareteam@tidelandshealth.org, and we will work with you, and, if you wish, with your doctor, to find a well-being program with the same incentive that is right for your health status.