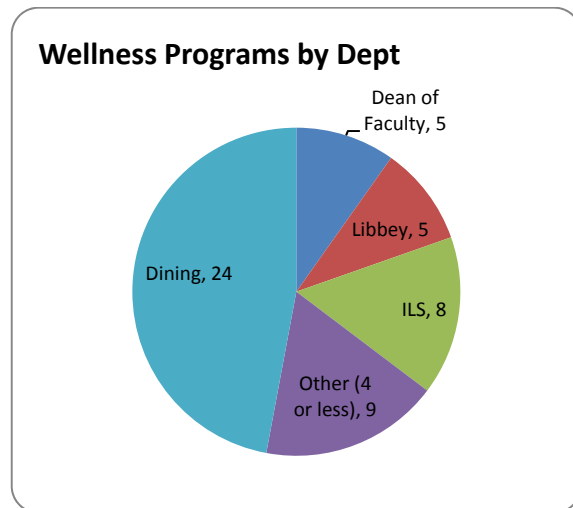
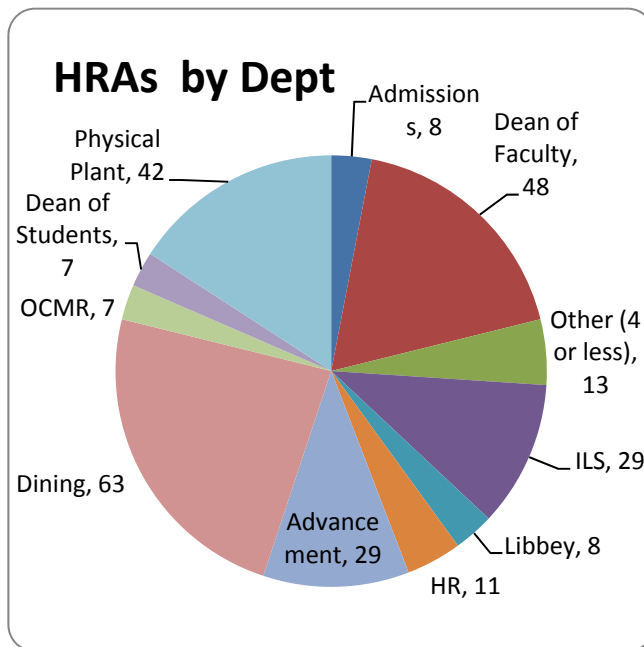
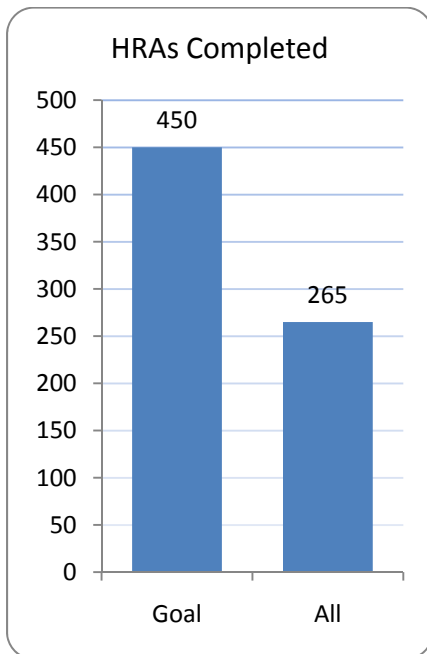


FEBRUARY 24th UPDATE-----**Health Risk Assessment's Progressing Well!**
Need more Wellness Program Participation to reach our goal!

Beginning January 1st employees who have completed the Aetna Health Risk Assessment (HRA) and Online Wellness Program will become eligible for a gift certificate through Aetna's relationship with GiftCertificate.com.

Employees who have completed or updated their Health Risk Assessment after September 1, 2009 will be eligible for a \$25 Gift Certificate. Employees who complete an Online Wellness Program prior to August 31, 2010 will become eligible for an additional \$50 Gift Certificate.

If 70% of Bates employees who are covered under the medical plan complete the HRA and if 50% complete the Online Wellness Program Aetna will reduce our **2011 renewal premium by 4% which can be worth as much as \$250,000!** See the below charts for our progress as of **02/24/10**.



You can access the HRA through your Aetna Navigator Account at www.aetna.com. Instructions of how to log in can be found on the HR Web site at www.bates.edu/aetna-HRA.xml.

AETNA HRA Incentive Program Savings!

The more who participate the more we save!

As has been reported through the past few months if 70% of Bates employees who are covered under the medical plan complete the HRA and if 50% complete the Online Wellness Program Aetna will reduce our **2011 renewal premium by 4% which can be worth as much as \$250,000!**

To put this in perspective, if we are able to achieve the 4% savings that would hold down the increase in **your cost** for HMO family coverage by as much as **\$250 over the course of a year**. It is in everyone's interest to join in this effort!

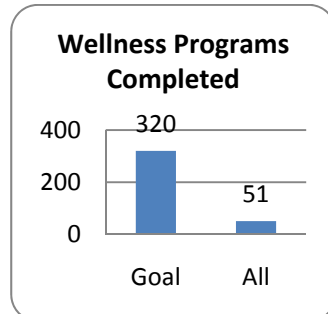
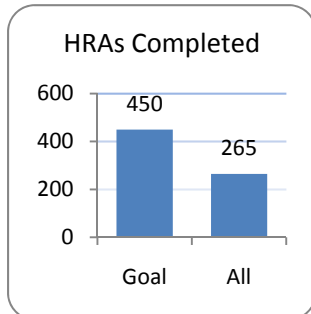
Note, however, that it's not all or nothing. Aetna also has thresholds of participation that would allow us to earn a 1, 2 or 3% as follows:

	4 Percent	3 Percent	2 Percent	1 Percent
Percent of Employees Completing an HRA	70%	60%	50%	40%
Number of HRAs needed to reach percentage	450	385	320	250
Percent of Employees Completing an Online Wellness Program	50%	40%	30%	20%
Number of Online Programs needed to reach percentage	320	260	200	130
Estimated Premium Savings	\$250,000	\$187,500	\$125,000	\$62,500

Additional Raffle Prize Opportunity!

If the \$25 Gift Certificate for completing the HRA and the \$50 Gift Certificate for completing the online Wellness Program through Aetna's relationship with GiftCertificates.com is not enough incentive, when we reach each one of the above thresholds a raffle will be held for all who have completed an HRA or online wellness program.

So if you have already completed your HRA and online wellness program you would have two chances to win each of the raffles! The earlier you participate, the more chances you have to win! Listed below is our current status towards reaching the first 1% threshold.



On the HRAs we are already above the 1% threshold but we need 79 more employees to complete the online wellness programs to reach 130 so that the first raffle to take place.

You can access the HRA an online wellness program through your Aetna Navigator Account at www.aetna.com. Instructions of how to log in can be found on the HR Web site at www.bates.edu/aetna-HRA.xml.