



Dear New Employee:

I am writing this letter to introduce myself and welcome you in your new job. My name is Carmen Terry and I am the Health and Wellness Coordinator that works with all eight Lycoming county school districts and Penn College. I have developed and run the Embrace Your Path Wellness Program for insured employees and their spouses. Your health is important to you and to your employer which is why we have these programs in place. Embrace Your Path wellness encompasses a wide variety of activities to help you improve your health so you can focus on what is important to you in your life and health.

Along with this letter is a brief overview of the program and information on how to earn points so that you can earn money back in your pocket. We have been running this program since 2013 and have had wonderful success. We provide free health screenings at the workplace as well as offering flu shots on-site, free educational programs as well as cooking classes. We believe it is important to foster a culture of wellness in every aspect of your life. The program runs August 1 -July 31.

We use an online program through Health Advocate. Login instructions are below :

www.HealthAdvocate.com/lcic Click on the Register now button at the bottom

Your NEW registration code is: 6SFUWLW

If at anytime you have any questions regarding this program, please feel free to contact me. All my information is listed below:

Carmen Terry, MS, ATC, NBC-HWC

National Board Certified Health and Wellbeing Coach

cterry@iu17.org

Website: Health.iu17.org

Office-570-323-8561 x1067

Be Well and Thrive!

Carmen Terry

Embrace Your Path

2026 - 2027 Well-Being Rewards Guide

LCIC partners with Health Advocate to provide you with tools and resources to support your well-being. We encourage you to focus on your health and happiness. Plus, you'll earn exciting rewards for your efforts!



Start date:
August 1, 2026



Deadline to submit
Platinum Level Contract:
December 1, 2026



Deadline to earn points:
July 31, 2027



You earned it! Now it's
time to enjoy your reward!

Well-Being Rewards Details

Earn rewards based on four incentive levels:

- **Bronze:** Earn 550 points, receive \$150
- **Silver:** Earn 625 points, receive \$225
- **Gold:** Earn 700 points, receive \$300
- **Platinum:** Earn 900 points, receive \$375

In order to reach the Platinum level, you must complete the following:

1. **Contract for Platinum Level** - Must be signed and turned in by 12/1/2026.
2. **Annual Physical**
3. **Biometric Screening**
4. **LCIC Health Courses or Online Personal Pathway:** Must attend one LCIC Health course or complete a Health Advocate Personal Pathway on the platform.
5. **Complete one of the healthy options below:**
 - Meet 3 out of 4 healthy benchmarks
 - Improvement of healthy benchmarks at free spring screening event
 - Health Coaching with Carmen

Well-Being Rewards Program Eligibility

The LCIC Embrace Your Path Wellness Program incentive reward is available to eligible employees and their spouses.



Health Advocate's well-being tools and resources are organized by four learning pillars

— **Be Well, Be Balanced, Be Connected, and Be Successful** —

to guide you toward a more fulfilling and healthy life.

LCIC Embrace Your Path

Be Well | Be Balanced | Be Connected | Be Successful



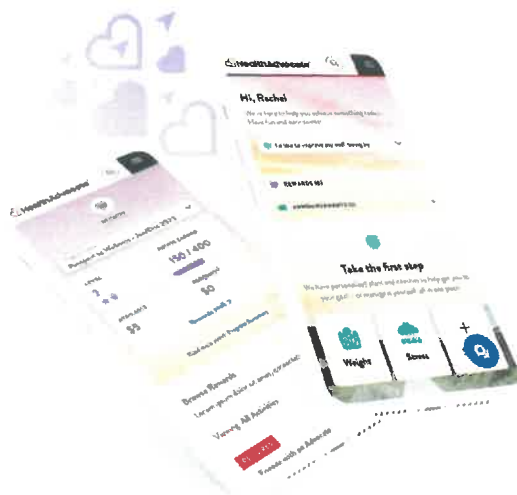
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Discover all the benefits of your well-being program!

Explore Health Advocate's member website and mobile app where you can review the full program and reward details, complete activities, track your points and progress, access curated health information, and more. It's your personal hub for achieving your well-being goals!

HealthAdvocate.com/LCIC
Registration code: **6SFUWLW**

Access Well-being

Activity

Points/Max.

Personal Health Profile (PHP)	100
Personal Pathfinder	10/40
Access Health Advocate website or app quarterly	10/40
Engage with and Advocate	10/40
Preventive Care	25/100
Vaccinations	20/60
Health Screening	100
Tobacco-Free or Quit Tobacco Pathway	50
Health Coaching	100
Personal Pathways	50/100
Workshops	20/140
Embrace Your Path Challenges	40 each
Personal Challenges	5/20
Health Trackers	See Page 3
Well-Being Commitments	Varies
Learning Center	1/20
Referral Program	25/50
Telemedicine	
- Registration	40
- Visit	25
Mail Order Pharmacy	50
Embrace Your Path Activities & Events	Varies
Thrive Virtual Physical Therapy	50/50
Bloom Pelvic Health	50/50
Home Safety Actions	10/20
EAP Registration	15/15
EAP Webinar or Workshop	20/80
Noom Weight Management Program	50/100



Develop positive routines to improve your health

Track healthy habits and meet the recommended goals to earn points.

Be Well Trackers		Recommended Goal	Points
	Fruits and Vegetables	Boost your nutrition by eating 5 or more servings daily	1
	Whole Grains	Eat 3 or more servings of whole grains daily	1
	Water	Stay hydrated by drinking 8 glasses (64 ounces) of water daily	1
	Physical Activity	Stay on your feet by taking 10,000 or more steps daily <i>(combined tracker)</i>	1
	<i>(combined tracker)</i>	Get fit by exercising for at least 150 minutes weekly <i>(combined tracker)</i>	5
	Weight	Log your weight weekly	5
	Strength Training	Increase your strength by performing this activity 2 or more days weekly	5
Be Balanced Trackers		Recommended Goal	Points
	Sleep	Function your best by sleeping at least 7 hours each night	1
	Manage Stress	Perform one or more activities to relieve stress daily	1
	Meditation/Resilience	Perform one or more meditation or resilience activities daily	1

There are many other trackers available on the website for your use that are not reward-eligible.
Use them to help you meet your personal goals.



Access your in-progress
activities on the Well-Being
home page.

My Activities

Frequently Asked Questions

How do I register for the Health Advocate website and mobile app?

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/members or download the mobile app
2. Click on "Register Now"
3. Registration code: 6SFUWLW
4. Enter the required information, confirm your registration, then log in

Q: What can I do on the Health Advocate app?

A: The Health Advocate app has the same tools and resources available on the website in a mobile-friendly version. It makes it easier to get healthy on the go and interact with Health Advocate wherever you are and whenever you want!

Q: What if I am unable to fulfill a requirement of the reward program?

A: We are committed to helping you thrive and find your path to well-being. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate or Carmen Terry, Health and Wellness Coordinator, at 570.323.8561 x 1067 or at cterry@iu17.org if you have any questions regarding this program.

Q: What are some well-being goals Health Advocate supports?

A: We can help you with a wide range of goals that fall under the four learning pillars of Be Connected, Be Balanced, Be Well, and Be Successful. We'll also help you find your personal path to well-being, discover what is important to you, and support you throughout your wellness journey.

Q: If I went to my doctor earlier in the year, can I earn points for my exam?

A: Yes! Visits occurring between August 1, 2026 through July 31, 2027 will qualify for points.

Q: Are my rewards taxable?

A: Due to IRS rules, rewards are considered taxable income. They will be included on your W-2 and are subject to applicable payroll taxes such as federal, state, Social Security and Medicare taxes.

Q: What other issues is Health Advocate able to assist me and my family with?

A: Health Advocate can help you and your family:

- Get answers to your insurance and claims questions and resolve billing issues.
- Understand how your benefits work and clarify copays and deductibles.
- Find the right in-network doctors, make appointments, and transfer medical records.
- Make informed decisions about medical conditions and diagnoses.
- Find and explore the latest treatment options and arrange second opinions.

Q: When is Health Advocate available?

A: Health Advocate is available 24/7. Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Wellness coaching is available weekdays from 8 AM to 9 PM, ET. Staff is available for assistance after hours and on weekends.

Q: Will my information and interaction with Health Advocate remain private?

A: Yes. Your medical and personal information is kept strictly confidential. Our staff carefully follows protocols and complies with all government privacy standards.



866.695.8622

answers@HealthAdvocate.com

HealthAdvocate.com/LCIC

Registration code: 6SFUWLW

Call • Email • Message • Live Chat 

We're not an insurance company. Health Advocate is not a direct healthcare provider, and is not affiliated with any insurance company or third party provider.

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