

Attention Tobacco Users:

Medical participants can save \$30 per month by initiating Tobacco Cessation Coaching by **October 20th** and remaining engaged for the rest of 2021

As part of our commitment to the care and concern for the physical wellbeing of our employees, their families and our customers, National Seating and Mobility remains focused on providing a safe and healthy workplace that includes initiatives aimed at reducing tobacco use of our employees. Tobacco use is not only life threatening, but treatment of the associated diseases also increases medical, dental, disability and life insurance costs for NSM and our employees. To support you in quitting use of tobacco, NSM has partnered with UMR and Kaiser to offer free tobacco cessation coaching programs.

In addition, to help offset the excess costs associated with tobacco use, **employees who are tobacco users and enrolled in any of our medical plans will pay a \$30 per month tobacco surcharge beginning January 1, 2022.** Tobacco use is defined as smoking (including: cigarettes, pipes, cigars, e-cigarettes, vaping and/or any other types of smoking devices or products) and use of smokeless tobacco (including: chew, dip, snuff and/or any other type of smokeless tobacco.) **If you are not tobacco free at this time, you can avoid the surcharge by enrolling in one of the tobacco cessation programs by **October 20th, 2021** and remaining engaged for the rest of 2021.** Don't delay! You must be enrolled by October 20th to waive the surcharge if you aren't tobacco free yet.

To enroll in one of the tobacco cessation coaching programs

UMR members should call (800) 207-7680. Kaiser Members should call (866) 862-4295.

Tobacco Cessation Attestation

During this year's open enrollment period in the fall of 2021, employees will be asked to attest to their Tobacco Use Status which will determine if they will pay the 2022 tobacco surcharge starting January 1, 2022. Employees enrolled in any NSM medical plan will receive the lower non-tobacco user rate if they certify that they have been tobacco-free during the prior 3 months and agree to remain tobacco-free throughout the 2022 medical plan year.

Alternatively, employees can avoid the tobacco surcharge if they enroll in one of the Tobacco Cessation programs offered through UMR or Kaiser by October 20th and engage with a coach for the remainder of 2021.

Employees electing an NSM medical plan for 2022 will be subject to the \$30 per month tobacco surcharge if any of the following apply:

- You report that you currently use tobacco, or have used tobacco products in prior 3 months, and do not enroll in one of the tobacco cessation programs by October 20th, 2021 and engage with the UMR or Kaiser cessation coach for the remainder of the year.
- You do not complete the tobacco use attestation during open enrollment. Employees may decline to participate in the program, in which case the employee will be charged the additional \$30 per month on their 2022 medical premium.

This information will be held confidentially by Human Resources per the Health Information Portability and Accountability Act (HIPAA) and used for no purpose other than to administer National Seating & Mobility (NSM), Inc.'s employee wellness program. The affidavit is a legally binding document, and if an employee knowingly makes a false statement in an attempt to defraud NSM, he/she/they will be required to repay the incentive that was given back to NSM, and their behavior may be subject to discipline, up to and including termination.

If you think you might be unable to meet a standard for the reward for this wellness program, you might qualify for an opportunity to earn the same reward by different means. Please contact Human Resources for additional information.

We Can Help You Quit

If you are currently a tobacco user, it's never too late to quit! National Seating & Mobility (NSM) has partnered with our medical plan administrators at UMR and Kaiser Permanente to provide assistance to our employees and their spouses. Learn more at:

- UMR: www.umar.com to learn more about the UMR Tobacco Cessation Coaching.
- Kaiser kp.org/coaching to learn more about the Kaiser Tobacco Cessation Coaching.

For more information, please contact our Benefits Manager, Nell Reed at: (423) 756-2268 x 0663 or via e-mail at: nreed@nsm-seating.com.



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