



The North Shore-LIJ Health System has joined forces with Weight Watchers to bring employees special savings on weight loss solutions. To help employee's successfully lose weight and create a healthy lifestyle, the health system is offering choices of the following Weight Watchers solutions. All active full-time and regular part-time benefits-eligible employees are eligible to participate.

If you have any questions regarding the Weight Watchers programs or the reimbursement process, please contact your Site HR Business Partner or Niha Malcomson [NMalcomson@nshs.edu](mailto:NMalcomson@nshs.edu) System Wellness Coordinator at 718 470-8805.

### **"Weight Watchers Solutions" Offerings:**

**1. At Work Meetings:** A Weight Watchers leader comes to the workplace to provide experienced guidance at weekly meetings that fit into a busy workday. Employees will benefit from the proven advantage of group support for successful weight loss with co-workers who understand the workplace environment. **A minimum enrollment of 20 employees is required.** Team Leaders will be available during off-shift hours (e.g. 7am or 10pm). To request an At Work meeting, contact Leslie Bellissimo, Weight Watchers Corporate Account Manager, at (631) 549-2661 or [Leslie.Bellissimo@weighwatchers.com](mailto:Leslie.Bellissimo@weighwatchers.com).

**2. Local Meetings:** Local Meetings offers the flexibility of attending Weight Watchers meetings in your community when and where it suits you best. To find locations of local area meetings, employees should visit [www.weightwatchers.com](http://www.weightwatchers.com) and type in their zip code for a meeting closest to their area. To order, call 1-866-237-6607.

### **3. Weight Watchers At Home Kit – Corporate Edition:**

The At Home kit gives employees information and resources by mail to follow their plan step-by-step at home. The kit includes weight loss tools and bonus products that are delivered to an employee's home, along with access to a toll-free helpline with 26 weeks of progress reporting. To order, call 1-866-237-6607. You can submit for reimbursement after 3 months. You do need to go to a local or a Weight Watchers at Work meeting for an official weight at the beginning and at the 3 month point of your program. Take the reimbursement for with you for the ending weight, so that the group leader can sign your form.

### **4. Weight Watchers Online Subscription:**

Employees can purchase an online subscription and can follow the plan step-by-step with interactive tools and resources like a weight tracker, process charts, restaurant guides, recipes and meal ideas. To sign up visit the Weight Watchers Online Signup page at <https://www.weightwatchers.com/signup/nationalaccounts/StepOne.aspx> Enter the promotion code 14-556-1396-17195 and click "update pricing" to get the special subscription price for the health system. Select the subscription length you wish to purchase (3 or 12 month). Follow the remaining instructions to set up your account.



**Eligible Weight Watchers Programs, Cost and Attendance Requirements**

	<b>Program Length</b>	<b>Program Cost</b>	<b>Attendance Requirement for Reimbursement</b>
<b><i>At Work</i></b>	17 Week Meeting Program	\$186.00	14 out of 17 meetings
<b><i>Local Meetings</i></b>	13 Week Program	\$155.35	10 out of 13 meetings
	18 Week Program	\$ 186.30	15 out of 18 meetings
<b><i>Online Subscription</i></b>	3 Month Program	\$55.00	Submit the Account Status Page for the 3 month online subscription after 10 weeks of use.
	12 Month Program	\$166.70	Submit the Account Status Page for the 12 month online subscription after 10 weeks of use
<b><i>At Home Kit</i></b>	26 Week Program	\$179.00	Submit receipt after 3 months of use

**Program Payment Options:**

Payment is due to Weight Watchers from the employee at the time of registration. Weight Watchers offers three payment options:

- Credit Card
- Cash, Personal Check or Debit Card
- Easy Pay – One time per month during the service program (e.g. 13 weeks equals 3 months or 3 Easy Pay payments). This payment option is not available for the At Work meetings and can be used only for the At Home, Local Vouchers and Online Subscription.

**Reimbursement**

Reimbursement is based on both meeting attendance and weight loss criteria. At the completion of a Weight Watchers Session (a series of weekly of meetings) employees may submit for reimbursement from Weight Watchers. Reimbursement forms are located on HealthPort, at Site HR, or upon request from Weight Watchers Team Leaders.



The weight loss required for reimbursement is your Session END Weight compared to your weight at Session 1 – Meeting 1. You have the full Session (group of weekly meetings) to achieve your weight loss.

	Weight Loss at end of Sessions (compared to Session 1 starting weight)	Reimbursement
Session 1	Lose 5%	Full reimbursement
Session 2	Hit Goal weight or lose 10%	Full reimbursement
	Lose 5- 9.9%	50% reimbursement
	Lose less than 5%	No reimbursement
Session 3 and subsequent	Hit goal weight or lose 10%	Full reimbursement
	Lose 5-9.9%	50% reimbursement
	0-4.9% weight loss	No reimbursement

Example: Session 1 Meeting 1 weight is 150 lbs:

- At the end of the **Session 1** series of meetings you will need to have lost 5% (7.5 lbs);
- At the end of the **Session 2** series of meetings, you will need to have lost 15 lbs from your Session 1 starting weight of 150 lbs (that’s another 5% during this session, or 10% total loss from Session 1) and have attended the required number of meeting in order to receive Full Reimbursement.

Employees must request that Weight Watchers Team Leaders verify attendance, % weight loss and sign the form. The employee ID numbers must be included on the reimbursement form (Weight Watchers will not process forms missing ID numbers). An employee’s ID number consists of six digits and may be found on the pay stub. Reimbursement received from Weight Watchers is taxable under IRS guidelines. The health system will not deduct the reimbursement amount from the employee’s paycheck, but the

Reimbursement received from Weight Watchers is taxable under IRS guidelines. The health system will not deduct the reimbursement amount from the employee’s paycheck, but the reimbursement amount will appear on the employee’s Form W-2, Wage and Tax Statement as a “wellness benefit.” **The monthly Pass option is not included in any of the offerings and will not be reimbursed.**



### **Lifetime Membership**

When a Weight Watchers member has reached their weight loss goal and has maintained that loss for 6 weeks on the Weight Watchers Maintenance Plan, they become a lifetime member of Weight Watchers. As long as lifetime members weigh in once a month and remain within 2 pounds of their goal weight, there is no charge for the meetings they attend.

- A lifetime member at his or her goal weight may weigh in at the At Work meetings at no charge, but his or her attendance does not count toward the group membership minimum
- A lifetime member who is more than 2 pounds and less than 7 pounds over his or her goal weight pays a pro-rated, weekly rate each week until returning to within 2 pounds of his or her goal weight. His or her attendance does not count toward the group membership minimum
- A lifetime member who is 7 pounds or more over his or her goal weight pays for the entire series. If the goal weight is reached before completion of the series, he or she is entitled to a pro-rated refund for the remaining weeks. The member would not need to repeat the Maintenance Plan and his or her attendance counts toward the group membership minimum
- Lifetime members are not eligible for free E-Tools as part of the 17 Week At Work solution option and will not be reimbursed for purchasing E-Tools

Weight Watchers will reimburse members for the number of meetings left on their pre-paid vouchers when the employee reaches "lifetime status." Weight Watchers will also reimburse employees the difference of payment after the employee has completed the program.

Example: 18 Week Program \$187.00 (\$10.39 per week) Employee reaches lifetime status 10 weeks into program (\$83.12). Weight Watchers will reimburse 8 weeks or remaining \$103.90 as part of the health system reimbursement program. However, reimbursement is taxable and will appear on the employee's W2 statement as a fringe benefit.