



Where is your company spending its wellness funds this year?

Wellness Fund Spend Down Strategy – The money allocated by your carrier in your wellness fund is available throughout your current benefit plan year, and any funds not used by the end of the plan year are forfeited. Make the best use of your wellness funds by planning ahead. Consider your company culture, your employees' health needs, and your company's long term wellness goals when deciding how to spend wellness dollars.

Spend All of Your Wellness Funds – Wellness dollars can be used for a wide range of wellness programs, activities, and initiatives. Double check with your carrier before spending funds to make sure what you are purchasing is reimbursable. It is recommended that wellness funds are spent throughout the year and reimbursements are sent to the carrier as the funds are spent. This is beneficial for many reasons:

- 4th quarter is busy! Dealing with wellness spend down is time consuming at the end of the year, making it harder to submit receipts by the deadline or missing the deadline all together.
- Vendors are usually booking into the next year making it harder to spend down funds at year end. (For example: biometrics, flu shots, mobile mammography, etc.)
- It can be a hassle to gather receipts from earlier in the year on previously purchased items. Thereby, possibly missing items that could have been reimbursed. It is easier to submit for reimbursement as purchases are made.

Recommendations for Wisely Spending Your Wellness Funds

1. Spend your fund on wellness initiatives that will attract and motivate many employees, spouses, and dependents to make healthy choices.
2. Ask for input if you're unsure what programs interest your workforce. Run an employee survey or review claims data from your carrier.
3. Don't forget other aspects of wellness. Physical health is important, however, remember we all can use support with mental health, financial wellness, social wellbeing, and environmental safety. Spend your funds on a variety of wellness initiatives that employees can pick and choose from, depending on their needs and interests.
4. Make a year-long plan, preferably early in the year, of how you'll spend the wellness funds. Planning early initiatives are more impactful on your employees' overall wellbeing and less impactful spent in an end-of-year rush.

Don't wait! Contact your service team representative to discuss wellness fund spend down options and to discuss time-sensitive needs for wellness services (biometrics, flu shots and mobile mammography, etc.), and more.