

Tobacco-User Premium Surcharge

Associates and their covered adult dependents (18 years or older) will be subject to the tobacco-user premium surcharge of \$35 per pay (*not per person*) if anyone covered on the medical plan is a tobacco user. All associates covered under the medical plan will be required to complete an on-line certification as part of benefit enrollment. If the form is not completed, the Tobacco Surcharge will apply until documented proof of being tobacco free is submitted. No refunds will be given of the surcharge

A *tobacco user* is defined as an individual who uses any tobacco or smoking-related product (cigarettes, cigars, cigarillos, pipes, dip, vaping products, chewing tobacco, snuff and loose tobacco smoked via pipe or hookah).

Quitting tobacco can be a tough but manageable process. That's why the company offers free help through the Freedom From Smoking tobacco-cessation program. Employees will be eligible for waiver of the tobacco-user surcharge upon completion of the Freedom From Smoking. **Program completion is defined as completing at least 8 calls (live phone coaching sessions) with a Health Coach. Participants will receive certification upon completion.**

Freedom From Smoking Overview



The Freedom From Smoking program, brought to you by the American Lung Association, is a phone-based coaching and web-based resource learning support service to help tobacco users quit. The program has been successfully smokers quit for over 40 years. Participants are matched with a Quitline Health Coach, who helps them develop a personalized quit plan, explore behaviors that lead to tobacco use, manage stress, helps overcome possible obstacles, provides guidance in choosing medicines, and gives ongoing follow-up support.

Freedom From Smoking gives tobacco users the support and help they need to stay focused on their personal reasons for quitting. Those willing to try to quit will receive:

- Eight scheduled phone-based coaching sessions
- Unlimited access to a Quitline for up to one year via toll-free phone
- Unlimited access to web tools and resources to help you quit
- Access to on-line support community
- Follow Up calls after program completion
- 8-week supply of nicotine patches, gum or lozenges (free of charge) if recommended
- Referral for prescription medication if recommended

Quitting tobacco isn't easy, but the Freedom From Smoking Program can help. Freedom From Smoking has a 57% quit rate when utilized with quit-smoking medications. Take the first step today to living a longer, healthier life. The program is free and confidential, and it works. Additional information and Enrollment Forms are available on SharePoint.