Go for the Gold Program Quick Facts

1. **What is the purpose of participating in Go for the Gold?**
   Go for the Gold helps faculty and staff lead healthier and more productive lives by providing identification of health risks and encouraging them to take action to reduce those risks.

2. **Who should participate in Go for the Gold?**
   All faculty and staff that are committed to leading a healthy lifestyle are encouraged to participate in Go for the Gold. Individuals that do not qualify for the wellness credit can still reap the health benefits of the program.

3. **Why should I do a Health Risk Assessment?**
   The Health Risk Assessment helps you understand what your health risks are and what you can do to become as healthy as possible. Do it every year to track health changes. A Wellness credit of $120 per year is available to faculty and staff paying for Vanderbilt Health Plan benefits for completion of Step 1.

4. **Why should I do a Wellness Actions Log?**
   The Wellness Actions Log helps you choose healthy actions to maintain or improve your health. A wellness credit of $180 per year is available to faculty and staff paying for Vanderbilt Health Plan benefits for completion of the Health Risk Assessment and Wellness Actions Log.

5. **Why should I watch Game Plan for Your Health?**
   The Game Plan for Your Health video can help you improve your health and your life; focusing on different healthy lifestyle behavior topics each year. A wellness credit of $240 per year is available to faculty and staff paying for Vanderbilt Health Plan benefits for completion of the Health Risk Assessment, Wellness Actions Log, and the Game Plan for Your Health.

6. **What is the Wellness Credit?**
   A wellness credit of up to $240 per year is available to faculty and staff paying for Vanderbilt Health Plan benefits.
   - **Bronze ($120):** Health Risk Assessment.
   - **Silver ($180):** Health Risk Assessment + Wellness Actions Log
   - **Gold ($240):** Health Risk Assessment + Wellness Actions Log + Game Plan for Your Health

7. **How can my Wellness Credit be used?**
   The Wellness Credit may be applied to your Health Plan Account or applied toward a membership to the Vanderbilt Recreation and Wellness Center.

8. **If I pay for my family’s Vanderbilt Health Plan, but my spouse also works for Vanderbilt and is on my health plan can he or she obtain the wellness credit?**
   No. Only individuals that pay for a Vanderbilt Health Plan benefit may receive the wellness credit.
9. **How does the Vanderbilt Health Plan Account work?**

   Vanderbilt puts the Wellness Credit you earn for participating in the Go for the Gold program into a Health Plan Account which is managed by Aetna. The Health Plan Account helps you pay your deductible and coinsurance. The wellness credit can be applied to any family member that is on your health plan. It cannot be used for co-pays, vision, dental or prescriptions. No action is needed to access the account, it will happen automatically behind the scenes. The Go for the Gold Wellness Credit in the Health Plan Account is completely separate from and has no impact on the Flexible Spending Account (FSA) and Health Reimbursement Account (HRA) managed by Benefit Express.

10. **How will I know the balance of my Vanderbilt Health Plan Account?**

    You can check your balance on the Aetna website:
    
    [Aetna: How to Check Your Wellness Credit Balance](#)

11. **What happens if I have a balance in my Health Plan Account at the end of the year?**

    Your Health Plan Account balance will rollover to the following year, as long as you remain enrolled in the Vanderbilt Health Plan and you participate in Go for the Gold for that year. It will continue rolling over from year-to-year until you reach the maximum rollover amount of $1,000. If you switch Health Plans, the Health Plan Account balance will move with your Health Plan election. Those enrolled in the HealthFund Plan, the credits will be included in the Health fund bank and health fund limits will be applied appropriately.

12. **Where can I get more information on the details of the Vanderbilt Health Plan?**

    You can contact the Employee Service Center at 343-7000 or human.resources@vanderbilt.edu. You can also visit the [Human Resources’ website](#).

13. **If I choose to apply my Go for the Gold credit towards membership at the Vanderbilt Recreation and Wellness Center, how is the credit used?**

    Yes. Faculty and staff paying for Vanderbilt Health Plan Benefits are eligible and may elect for any amount of credit earned (whether the bronze ($10/month), silver ($15/month), or gold level ($20/month) to be applied toward Vanderbilt Recreation and Wellness Center membership.

14. **How do I designate my credit to go toward my Vanderbilt Recreation and Wellness Center membership?**

    Faculty and staff will choose during open enrollment to apply any wellness credit they earn in the current Go for the Gold year (which ends October 31st) to the Health Plan Account or Vanderbilt Recreation and Wellness Center membership. This credit will be available for use on January 1st of the following year.

15. **What if I don’t complete the survey?**

    If the survey is not completed, the wellness credit will default to the Health Plan Account on January 1, 2015.

16. **Can I change my election later in the year?**

    No. The money can be assigned to either the Health Plan Account or towards the Vanderbilt Recreation and Wellness Center membership only one time each year, and may not be changed mid-year.

17. **Can I “split” my credit and apply some to the health plan account and some to the Vanderbilt Recreation and Wellness Center membership?**

    No, the credit cannot be “split”. It will all go to the health plan account or the Vanderbilt Recreation and Wellness Center membership for that year, depending on your election.
18. If I have a Wellness Credit in my Health Plan Account already, can I transfer that to help pay for my Vanderbilt Recreation and Wellness Center membership?
   Current balances are unable to be transferred. Only new earned credits will be able to be designated to be applied to the Vanderbilt Recreation and Wellness Center membership.

19. If I apply my credit to the Vanderbilt Recreation and Wellness Center fee, is it taxed?
   No, the credit is not taxed, regardless of whether it goes to the Health Plan account or towards the Vanderbilt Recreation and Wellness Center membership.

20. Can my spouse, same-sex domestic partner, or other family members join the Vanderbilt Recreation and Wellness Center?
   Yes. Membership information can be found here.

21. If I choose to apply my credit to the Vanderbilt Recreation and Wellness Center, will it be paid up front for the year or on a monthly basis?
   It will be paid monthly.

22. I waived Vanderbilt Health Insurance coverage, will I be able to obtain credit toward the Vanderbilt Recreation and Wellness Center membership?
   No, only faculty and staff paying for Vanderbilt Health Plan benefits will be eligible to receive the wellness credit.

23. Can I use my credit towards other fitness centers?
   No, the credit can only be applied to the Health Plan Account or towards membership to Vanderbilt Recreation and Wellness Center. However, Vanderbilt faculty & staff can have their registration fee waived at Mid-State YMCAs.

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Go for the Gold is part of Health Plus, a Faculty and Staff Wellness Program.