

# St. Luke's

## Weight Loss Challenge

### OFFICIAL RULES, FAQ's, & INFORMATION

*The St. Luke's Weight Loss Challenge is a program designed to help you achieve a healthy weight and an active lifestyle. We provide the content; you provide the motivation!*

Our goal is for you to sustainably lose 1% of your total body weight each month for a total of 6% by the Final Weigh-in. Those who meet all requirements (weigh-ins and weight loss) will equally split the \$10,000 prize pool at the end of the six-month program.

The Weight Loss Challenge kicks off twice a year, running for six-month durations. Participants may choose to re-enroll at the end of the 6-month program to foster long term behavior change. If you've made your goal and are re-enrolling, you will participate as a Keep it Off Cash member.

➔ More information about re-enrolling, terms of eligibility, and Keep it Off Cash are outlined below.

#### With your paid registration you receive:

- Built in accountability
- Access to group Health Coaching courses
- A chance to earn part of the \$10,000 prize pool
- A digital Resources Toolkit designed with your overall health and well-being in mind
- Free access to the online ReFresh Nutrition Program, created by registered dietitians (a \$50 value)
- Team members who are enrolled in the St. Luke's Wellness Plan can earn Personify points towards their premium reductions for participating in the Challenge – more information below!
- Invitations to join webinars featuring engaging speakers highlighting the dimensions of well-being; physical, social, emotional, occupational/financial, environmental, spiritual, physical, and social

#### Getting Started

##### STEP ONE:

**REGISTER:** Registration timelines are outlined on our [website](#) and in our registration portal, [eventbrite](#)

##### Pay:

Registration OPEN: **January 6 – February 9, 2025: \$60**

Registration CLOSED: **February 9, 2025**, and will not be re-opened, no exceptions. If you miss the registration period, you will be asked to register for the next Challenge.

**Check your emails! Eventbrite auto-generates a registration confirmation email. Note to gmail and msn account users – check your promotions or spam folders!**

##### STEP TWO:

##### SCHEDULE AND ATTEND EACH REQUIRED WEIGH-IN

Site specific instructions and scheduling links can be found by selecting your preference below. These documents are also available on our website.

[Treasure Valley, Baker City, Fruitland, McCall](#)

[Magic Valley, Elmore, Wood River](#)

If you miss one of the required weigh-ins, you are still in the Challenge and will continue to receive health tips, may attend webinars, and participate, but you are no longer qualified to win prize money.

- You will also receive a notification reminder via email to submit a *Midpoint Accountability Weigh-in* = provide a digital upload of your weight loss progress (*failure to upload this information will not disqualify you from being awarded prize money*)

### Required Weight Checks

- Weigh-in Dates are displayed throughout the duration of the Challenge on our website and are regularly shared with participants ahead of time.
- Initial and Final Weigh-ins will take place in person at the designated Weigh-in Site Locations. A Midpoint Accountability Weigh-in will take place virtually (emailed instructions will be provided).
- *Refer to the Weigh-in Site Informational documents to access the schedule, guidelines, and contact information of each site to make an appointment*

### NOTE:

***If you ARE NOT employed by St. Luke's, or your employment status changes, you must complete the [W9 form](#) made available to you and submit by the last day of Final Weigh-in week to our team to receive prize money! This is required by our Accounts Payable team to process your prize payout. Thank you in advance!***

### How are winners determined?

Winners are determined by the percent of body weight lost – NOT the number of pounds lost. Our goal is for you to lose 6% of your total body weight by the Final Weigh-in.

Here's how you figure it out:

- Take the Number of pounds lost (ex. 12lbs) -from initial weigh-in
- Divide by the STARTING WEIGHT (ex. 12lbs divided by 200 = .06)
- Multiply by 100 (ex. .06 x 100 = 6%)
  - \*Weight measurements and goals are captured to and determined by the nearest tenth decimal (ex. 165.79lbs = 165.8lbs)

### How is prize money distributed?

NEW PARTICIPANTS who lose a minimum of 6% of their total body weight and KEEP IT OFF CASH participants whose final weight is the SAME or LOWER than their starting weight, will *win an equal share of the \$10,000 prize money to be split among the eligible participants.*

### Personify Point Earning Opportunities

St. Luke's team members and spouses who enjoy using Personify (formerly, Virgin Pulse) will be awarded points that can be applied to their accounts by redeeming a unique voucher code. Points are earned by registering/participating in the Challenge, for completing the Midpoint Accountability weigh-in, and at the conclusion of the Challenge if the program goal has been met. Instructions and voucher codes are emailed to participants in a timely manner.

### ELIGIBILITY

This Challenge is not open to entry where prohibited or restricted by law and is not open to employees or immediate family members of employees who are involved in the promotion or administration of this Challenge. All St. Luke's Weight Loss Challenge contestants must be 18 years or older.

### The following conditions will disqualify a participant from winning cash prizes:

- A Body Mass Index (BMI) under 18.5 (the Challenge promotes weight loss to a healthy BMI range of 18.5-25.0)
- **Pregnancy during the Challenge – please notify our team of your exciting news!**
  - Unfortunately, due to health and safety concerns, pregnant individuals are not allowed to participate for prize money. Please notify us of your exciting news if you experience a pregnancy during the Challenge! You will continue to receive content but will not be eligible for a prize payout.

## RE-ENROLLMENT and KEEP IT OFF CASH (KOC) ELIGIBILITY

Did you meet the weight loss goal of 6% and retain eligibility for prize payout at the conclusion of the previous Challenge or are you a returning Keep it Off Cash participant?

- YES- You will be designated as a Keep it Off Cash participant and your goal will be to 'maintain don't gain'. Your final weight at the end of the subsequent Challenge must be EQUAL to or LOWER than your final weight from the previous Challenge. If you are enrolling in KOC, your most recent, qualifying final weight will be used to determine your prize eligibility during the next Challenge
- NO- You will not receive any allocation of prize money and can choose to register for the next available Weight Loss Challenge program. You must attend the Initial Weigh-in for the new program and the weight loss goal remains the same (i.e., must lose 6% of your total body weight based on updated measurements) to remain eligible for prize money
- Please note, Keep it Off Cash participants who have fulfilled their 18-month window of eligibility can continue to enroll and in lieu of a prize payout, can compete to win their registration payment back

## OTHER RULES

- Prizes cannot be won by employees who are on the planning committee of the St. Luke's Weight Loss Challenge program
- Winners for the prize money will be determined by percentage of body weight lost, not number of pounds lost
- Participants are eligible to compete for and receive prize payout for a total of 18 months – i.e. once as a new participant and twice as a Keep It Off cash participant
  - Participants are welcome to re-enroll beyond the limits of this timeline, but will not be eligible for prize payout or perseverance prizes
  - Keep it Off Cash participants who re-enroll beyond this timeline can compete to win the cost of their registration back
- Entries must fulfill all requirements, as specified in these rules, to be eligible to win a prize. Entries that are not complete or do not adhere to the rules or specifications may be disqualified at the sole discretion of St. Luke's Health System, Ltd. By entering, you agree to be fully bound by these rules, and you represent and warrant that you meet the eligibility requirements set forth herein
- Only one entry is allowed per person

## NO REFUNDS

Please read all Challenge rules and requirements prior to registering. **Registrations are NON-REFUNDABLE** and non-transferable to next year's event—NO exceptions. This policy stays in effect whether you are injured, have an unexpected business or family emergency, pregnancy, etc. There are absolutely NO exceptions.

## WINNER SELECTION & NOTIFICATION

Winners will be notified via email, to the email address they entered on their registration form with within seven (7) days following the winner identification. St. Luke's Health System, Ltd. shall have no liability for a winner's failure to receive notices due to winners' spam, junk e-mail or other security settings or for winners' provision of incorrect or otherwise non-functioning contact information. If the selected winner cannot be contacted, is ineligible, fails to claim the prize within 15 days from the time award notification was sent, or fails to timely return a completed and executed declaration and releases as required, prize may be forfeited.

## PRIZES

The prize is non-transferable. Any and all prize related expenses, including without limitation any and all federal, state, and/or local taxes shall be the sole responsibility of the winner. Acceptance of prize constitutes permission for St. Luke's Health System, Ltd. to use winner's name, likeness, and entry for purposes of advertising and trade without further compensation, unless prohibited by law. The receipt by winner of the prize offered is conditioned upon compliance with any and all federal and state laws and regulations. ANY VIOLATION OF THESE RULES BY ANY WINNER WILL RESULT IN



SUCH WINNER'S DISQUALIFICATION AS WINNER OF THE SWEEPSTAKES AND ALL PRIVILEGES AS WINNER WILL BE IMMEDIATELY TERMINATED.

Any valuation of the prize(s) received is based on available information provided to St. Luke's, and the value of any prize awarded may be reported for tax purposes as required by law. Each winner is solely responsible for reporting and paying any and all applicable taxes related to the prize. Notwithstanding the foregoing, any prize received by an employee of St. Luke's, with a value in excess of \$25.00, will be reported to St. Luke's Payroll Department so appropriate taxes can be deducted and reporting can be completed.

Cash gifts, prizes or awards are considered supplemental wages by the IRS and are subject to the supplemental taxation rate of 35.65%. These wages must be reported as taxable compensation to the employee regardless of the amount and must be included in the employee's year end W-2.

*What does this mean*

- It is your responsibility to report and pay any and all applicable taxes on any prizes awarded to you.

## **ODDS OF WINNING**

The odds of winning depend on the number of eligible entries received and the number of those who meet all the challenge requirements.

## **RELEASE**

Participants are responsible for ensuring they are registering for the St. Luke's Weight Loss Challenge signifies your acceptance of participation and your agreeance to hold harmless St. Luke's Health System, Ltd., and any and all participating corporations and prize providers, subsidiaries, affiliates, advertising and promotion agencies, partners, representatives, agents, successors, assigns, employees, officers and directors from any and all liabilities for injuries, losses, or damages, including death, and property arising in whole or in part, directly or indirectly, out of participation in the challenge, or acceptance, possession, use or misuse of a prize.

Prizes cannot be substituted or transferred except at the discretion of St. Luke's Health System, Ltd. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, SUCH PRIZES ARE PROVIDED "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND/OR NON-INFRINGEMENT.

## **USE OF PERSONAL INFORMATION**

By entering this Challenge, you further grant permission for all the foregoing to use any photographs, motion pictures, recordings, or any other record of this event for any legitimate purpose. You certify your compliance, on behalf of yourself and your group with your registration into the St. Luke's Weight Loss Challenge.

## **MEDIA RELEASE**

By submitting information, testimonials, photographs, statements, or quotes to the St. Luke's Weight Loss Challenge team, you agree to allow St. Luke's to use photographs, statements, or other limited information about yourself or the participant for the marketing or public relations purposes. By submitting information as described above, you hereby authorize St. Luke's to publish the information described above to, but not limited to, news media, or other recipients of St. Luke's marketing or public relations activities through informational releases; newsletters; mass media materials; internet or intranet (Source) sites; television, radio, social media/networking sites, or public presentations; or similar means. St. Luke's retains the right to edit or prepare derivative works for purposes of promotion, advertising, and public relations, as described above. I release to St. Luke's any right, title and/or interest of any kind that I, or the participant now have or may acquire in the future concerning the submission, image, photograph, video, or other information. I hereby release and hold harmless St. Luke's, its subsidiaries and affiliated entities, and their agents, officers, directors, employees, medical staff members, and affiliated health care providers from any and all liability for actions covered by, taken pursuant to, or in reliance on this authorization, including but not limited to the use or disclosure of information as described above. St. Luke's may continue to rely on this authorization indefinitely.

## DISPUTES

Except where prohibited by law, each participant and participating parties agree that any and all disputes, claims, and causes of action arising out of or connected with the Challenge or any prize awarded shall be resolved individually without resort to any form of litigation.

## REPRESENTATIONS

By entering this Challenge, each participant represents and warrants that they have read the rules and are familiar with them, that they are in good health and participation in this Challenge has been approved by their medical provider.

## RELEASE

By entering and participating in the Challenge, each participant and winner waives any and all claims of liability against St. Luke's, its employees and agents, the Challenge's sponsors and their representative employees and agents, for any personal injury or loss which may occur from the conduct, or participation in, the Challenge or from the use of any awarded prize.

## FREQUENTLY ASKED QUESTIONS

### What happens after I register?

You'll receive a confirmation email from Eventbrite (Note to Gmail & MSN email account holders: check your spam folders) Next, schedule a weigh-in! We also encourage St. Luke's employees and their dependents to download the Personify Health app. More info can be found on our website and by viewing the Weigh-in Site Informational docs.

### How do I schedule a weigh-in and when do these occur?

You will receive links to the Weigh-in Site Informational documents via email or can access them on our website. Weigh-in dates are posted on our website and are available/visible throughout the duration of the Challenge. It is your responsibility to schedule a weigh-in. A Midpoint Accountability Weigh-in will also be asked of you. This is done at home and further instructions are shared with you.

### How often do I need to weigh-in?

We require 2 on-site weigh-ins during each six-month period of the program (Initial & Final weights) to remain prize eligible. We also ask for ONE digital upload via email at the Midpoint of the program. You will receive a notification reminder to upload. We do not accept drop ins or weekly weights.

### What should I wear when I weigh-in?

Please wear light fitting clothes such as a t-shirt and shorts/capris/sweats. Jeans/heavy clothing is discouraged. It will be marked on your weigh-in form, and you will be expected to wear similar clothing at your final weigh-in.

### What is KEEP IT OFF CASH and how do I participate?

If you received a prize payout during the previous Challenge as a first time participant and are re-enrolling, you will be part of the Keep it Off Cash group. Your program goal is to "maintain, don't gain". Your final weight must be the same or less than your previous final weight.

### How many times can I compete in the Weight Loss Challenge?

You are eligible to receive a prize payout for 18 months (3 consecutive Challenges). Once as a first-time participant and twice as a Keep it Off Cash participant. You can compete beyond the 18 months to earn the cost of your registration back (must continue to meet program goals to remain eligible).

### How are winners determined?

Winners are determined by the percent of body weight lost – NOT the number of pounds lost. Our goal is for you to lose 6% of your total body weight by the final weigh-in and for Keep it Off Cash participants to maintain their metrics.

### Do I have to pay taxes on any prize money I might receive?

**Yes.** Cash gifts, prizes or awards are considered supplemental wages by the IRS and are subject to the supplemental taxation rate of 35.65%. These wages must be reported as taxable compensation to the employee regardless of the amount and must be included in the employee's year end W-2.

### **Can I participate if I am pregnant?**

**No.** Unfortunately, due to health and safety concerns, pregnant individuals are not allowed to participate for prize money. Please notify us of your exciting news if you experience a pregnancy during the Challenge! You will continue to receive content but will not be eligible for a prize payout.

### **Can I participate if I have had bariatric surgery or if I use and am prescribed Ozempic or other GLP-1 receptor agonists?**

**Yes.** Participants who have undergone bariatric surgery or who are using prescription medications, including Ozempic or other GLP-1 receptor agonists, are allowed to compete in the Challenge. We hope that our framework for behavior change helps encourage lifelong lifestyle modifications, crucial to any weight management plan.

### **What is the ReFresh Nutrition Program?**

An online nutrition education course designed by registered dietitians to help you get on track with healthier eating and setting the groundwork for lifelong diet success. Free to Challenge participants! A \$50 value.

### **What is group Health Coaching?**

Health Coaches are encouraging partners on your journey to accomplishing healthy behavior modifications! They will help you to stay educated, motivated, and accountable along the way. The group sessions will focus on the pillars of Lifestyle Medicine.

### **What is Personify Health?**

Personify Health supports the St. Luke's Wellness Plan – the program that allows employees and spouses on the St. Luke's Employee Health Care Plan to earn health plan premium reductions.

### **How do I earn and redeem Personify Voucher points?**

You will earn points that can be applied to your Personify account and that count towards your premium reductions by registering, completing the Midpoint Accountability weigh-in, and if you achieve the program goal. Vouchers will be distributed by email and include instructions to redeem.

### **I am not a St. Luke's employee, can I participate?**

**Yes!** This is primarily a St. Luke's employee facing program, but community members, spouses, and accountability partners are welcome to join! Ex. if you are a SL employee and your spouse wants to participate – they are welcome to join, and you can add them to your Personify Health account.

### **I am not an employee of St. Luke's. How will I receive program content without Personify Health?**

We primarily communicate via email. Be sure to double check your address upon registering and choose an account that you will check often. You may have to adjust your spam filters.

### **I am an employee; can I pay with payroll deduction?**

**No.** Unfortunately we are not able to offer this option due to legal constraints.

### **Can I form a team?**

**No.** We encourage you to sign up with friends, family, or accountability partners to help with social support! However, there is no team category or additional payout structure available for teams.

### **Is this a medically managed program?**

**No.** We encourage you to consult with your primary health care provider prior to participating. However, this fun and motivating program has been designed with peer reviewed and evidence-based best practices. A registered dietitian has curated the ReFresh Nutrition program materials and certified Health Coaches lead any group sessions that become available.

### **Who should I contact if I have any further questions?**

Please reach out to our team at [\*\*WeightLossChallenge@slhs.org\*\*](mailto:WeightLossChallenge@slhs.org).