



## On this Edition ...

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PLAN YEAR**
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FOR THE 2024-2025 BENEFITS PLAN YEAR**
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# BENEFITS

## THE NEW BENEFITS PLAN YEAR IS HERE!

### SEE WHAT HAS CHANGED



WHAT TO  
EXPECT?



Behavioral health management changed from **Aetna to BlueCross BlueShield** starting **April 1<sup>st</sup>**, do not use Aetna ID card for behavioral health services. The actual benefit is the same.



Aetna will only manage **Employee Assistance Program (EAP) benefits**. If you want to know more about EAP, visit our website [HERE](#).



Personify Health has restarted! Employees can find previous rewards under the **My Earnings Tab**, then select **program** for rewarding interval. Choose April 2024 to March 2025.



For **GLP-1 drugs for weight loss only** you will need to go through Virta Health by visiting [virtahealth.com/join/optumrx](https://virtahealth.com/join/optumrx). For questions, you can contact **ICUBAcares at 866-377-5102**.

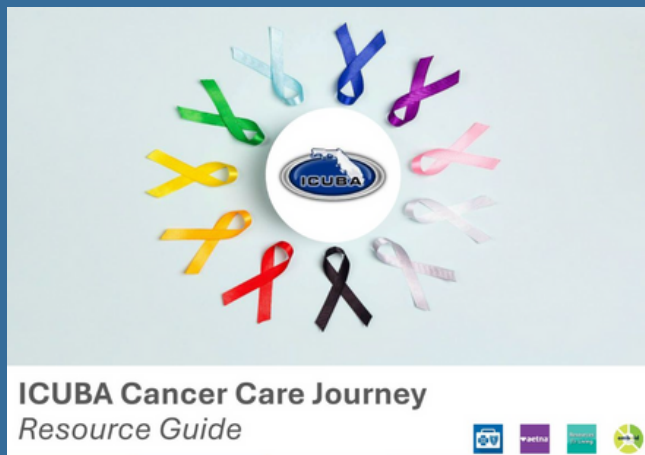


Medical out-of-pocket maximums and specialty pharmacy co-pays have increased. See your [plan summary](#) for details.



## Still have charges on your FSA to incur for your 2024-2025 plan year?

For the 2024 Plan Year (April 1, 2024 – March 31, 2025), you can incur expenses through **June 15, 2025, and file claims until June 30, 2025.**

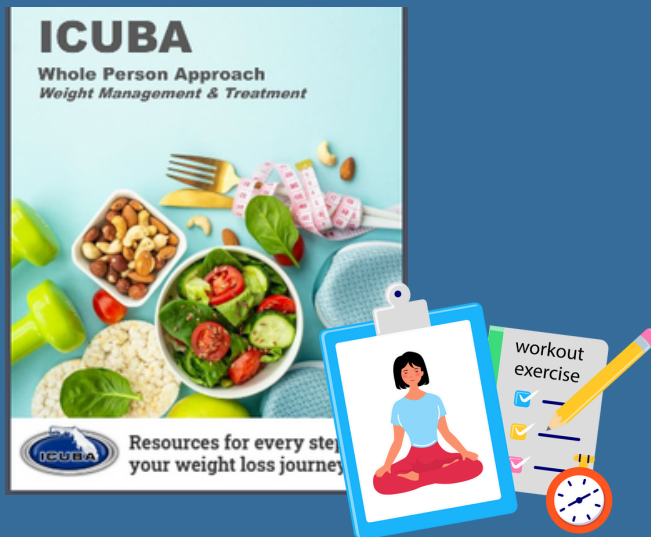


A cancer diagnosis can feel overwhelming and leave you with a lot of questions and emotions.

ICUBA has created a guide designed to be your companion during this journey

Here you'll find information on healthy lifestyle choices, cancer screening and early detection methods, treatment and monitoring resources, and more.

Click on the image to view the Resource Guide.



Your guide to learn about all the **free programs and services** available to help you reach your health goals!

In this guide you will find information on lifestyle management, pharmacy management, treatments, nutrition and fitness resources, and discounts.

Click on the image to view the Resource Guide.

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## Don't forget to review your beneficiaries!



It's always a good idea to make sure your beneficiaries for your life insurance benefit **AND** retirement plan accounts are up to date.

To review or update your life insurance beneficiary, login to your ICUBA profile, and to review or update your retirement plan beneficiary, login to TIAA.

Both can be accessed through SharkLink.



# WELLNESS



## 2025 Incentives List

Priority Activities to Complete	Incentives
Register your Personify Account (New Users Only)	\$25 Rewards Cash
Personal Health Assessment	\$10 Rewards Cash-Required to earn incentives
Biometric Screening	\$100 Rewards Cash
Health Check-Up	\$50 Rewards Cash
Onsite/Campus Events & Activities (10 total)	\$100 Rewards Cash (\$10 each)
<b>Incentive Total</b>	<b>\$285 Rewards Cash</b>

**EARN UP TO \$100 MORE IN REWARDS!**

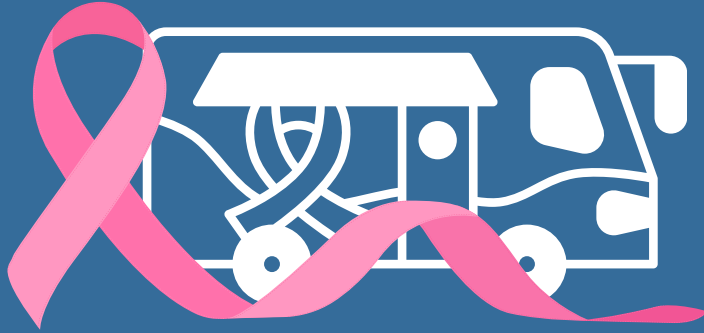
Participate in additional healthy activities throughout the year to earn points, move through the levels and earn Rewards Cash as you level up.

	Level 1	Level 2	Level 3	Level 4	Additional rewards max
Points	7,000	26,000	40,000	60,000	
Rewards Cash	\$10	\$20	\$30	\$40	\$100
					+285 Total Rewards = \$385 Rewards Cash Annual Max

Examples of how you can earn points throughout the year:	Earnings
Complete Daily cards for ICUBA Resources (up to 4 cards)	4,000 points (1,000 points each)
Register for ICUBAcares/Rx Savings Solutions (New Registrations Only)	25,000 points
Enroll and complete Virta Type 2 Diabetes Reversal program	40,000 points
Complete a Journey	Up to 450 points
Sync a device or tracker	200 points
Complete an ICUBA company-wide Challenge	10,000 points

You can contact Personify Health for technical support directly through the app by clicking on the “support” icon in the right-hand corner to chat with a live agent for assistance on missing rewards, issues with the app, and more.

# NSU 3D Mammogram Day



The Office of Human Resources is elated to partner up with the Florida Mobile Mammography who will host our 3D Mammogram Day!

**APRIL 21<sup>ST</sup> - 23<sup>RD</sup> 2025**

**8:00 AM - 3:00 PM**

**MAIN CAMPUS - IN THE CIRCLE NEAR  
ALVIN SHERMAN LIBRARY**

**1-800-320-3602**

**[FLORIDAMOBILEMAMMOGRAPHY.COM](http://FLORIDAMOBILEMAMMOGRAPHY.COM)**

## **Disclaimer**

Routine screening mammograms are 100% covered. Patients must have a current physician to receive results. Women 40+ and ages 35–39 (for a first baseline) do not need a script; ages 30–34 do. Exams are read by a Breast Fellowship Board Certified Radiologist. Patients must be able to climb 3 steps and stand for 10 minutes unaided. Screenings are for women without current breast symptoms. If you have concerns (e.g., lump, discharge, pain, dimpling, or nipple changes), contact your physician.

## How do I get credit for completing my biometrics in Personify Health?

You can complete your biometric screenings with your regular blood work at your annual wellness exam with a PCP.

The Physician Results Form allows ICUBA Medical Plan members and covered spouses to **earn credit** for biometrics in Personify Health by completing it as a part of your annual wellness visit.

The Physician Results Form will be available **May 1<sup>st</sup> 2025**

Screenings will include total cholesterol, HDL/LDL, triglycerides, blood sugar, blood pressure, and A1c.

- Employees and spouses enrolled in the ICUBA Medical Plan can visit your individual portal at <http://My.QuestForHealth.com> and download the *Physician Results Form*.
  - If you have never registered before, please use:
    - Registration Key: **ICUBA**
    - Unique ID: **Your BCBS ICI#**
  - The *Physician Results Form* contains a bar code specific to the employee or spouse and cannot be shared – it is unique to you!
  - Pro Tip: If you have an established relationship with your physician, request your blood work ahead of your annual wellness exam to save time and check this off your list with one visit.
  - When you visit your PCP for your annual physical, remember to take the form with you. It is important that both you and your doctor sign the Quest Physician Results Form; then, your doctor's office can fax it to the number found on the form.
  - You are encouraged to request a copy for your records, and if necessary, upload/fax the form to your Quest portal.
  - Members should allow at least 30 days after the form is uploaded/faxed to see credit in Personify Health.
  - Remember, the final deadline for submission to Quest is no later than February 28, 2026.
- Need help registering, downloading/uploading forms, etc.?**  
**Contact Quest Customer Service at 855-623-9355.**



Scan to access the physician results form in the Quest portal →  
<http://My.QuestForHealth.com>





## WELLNESS SEMINARS

### Employee Wellness Seminar - Personify Health April 23<sup>rd</sup> @ 12:00pm ET

Learn about our employee wellness incentive program.

REGISTER  
NOW!



## GLP-1 USE FOR WEIGHT LOSS

GLP-1 prescriptions for weight loss will not be covered by your prescription pharmacy benefit.

If you want to use GLP-1 medications for weight loss, you must apply (and adhere) to Virta's Sustainable Weight Loss program.



### GLP-1 Weight loss medications include (but are not limited to)

Ozempic, Zepbound, Mounjaro, Rybelsus, Dulaglutide, Wegovy

### Virta eligibility is based on a diagnosis of obesity and prediabetes with:

BMI greater than 25, or A1c between 5.7 and 6.4

Contact [iCUBAcares](#) for questions or assistance Monday through Friday from 9:00 AM to 5:00 PM EST by calling (877) 286-3967.

**Please note:** GLP-1 medication prescribed for the treatment of Type 2 diabetes is excluded from this requirement.





# RETIREMENT

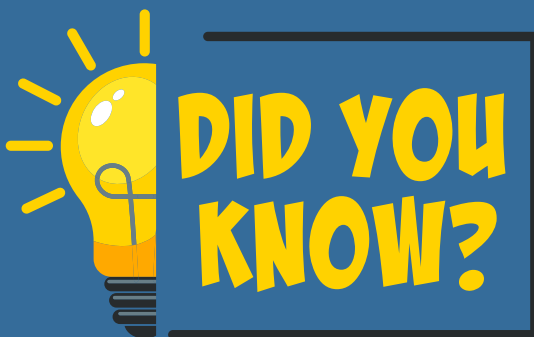
## APRIL - MAY - JUNE FINANCIAL WEBINARS

TIAA - CAPTRUST - BANK OF AMERICA

### TOPICS INCLUDE:

- Financial strategies for aging parents (4/24)
- How can I afford college for my kids (5/7)
- Financial wellness for changing times (5/13)
- Key to homeownership (5/14)
- Retire on your terms (6/16)

[Click here for date, times and enrolling information](#)



Changes to your 401(k) retirement account deferral elections can be made anytime in the calendar year by going into your TIAA account.

[\*\*CLICK HERE to access your TIAA account!\*\*](#)

If you have any questions, call TIAA at 1-800-732-8353

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