Virta Weight Loss Program FAQ

I am not a state of Ohio employee, do I qualify for the subsidy reimbursement?

No. Only state of Ohio employees enrolled in the state's medical benefit are eligible for the subsidy reimbursement.

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My spouse is a State of Ohio employee, but I am not, do I qualify for the subsidy reimbursement?

No. Only state of Ohio employees enrolled in the state's medical benefit are eligible for the subsidy reimbursement.

Does the Virta weight loss program include GLP-1 medication coverage?

The Virta weight loss program does not include GLP-1 medication coverage. If State of Ohio employees (for example, individuals paid by warrant of the Director of Budget and Management) are prescribed a GLP-1 through their participation in the Virta program, they may be eligible for a partial reimbursement of the medication cost. Virta's weight loss program is available to State of Ohio employees, spouses, and eligible dependents 18 years or older who are enrolled in medical coverage through Anthem or Medical Mutual of Ohio with a BMI of 25 or higher. **The reimbursement is only an option for CURRENT STATE OF OHIO EMPLOYEES**; reimbursement requests from non-state employees will not be processed or approved. Certain medical conditions may prevent eligibility for any program.

Is there somewhere I can go to check the number of subsidy reimbursement slots available?

Yes, the **personal health plus webpage** has an approximate subsidy reimbursement tracker available in the Virta weight loss program reimbursement application section. The open subsidy reimbursement slot number is time stamped, time sensitive and subject to change at any time.

Are my bloodwork costs covered? How do I get my lab orders and schedule my bloodwork?

Lab Orders

When a member submits their Health History form, an electronic lab order is automatically created and submitted to LabCorp or Quest, whichever the member requests. The Virta clinical team needs to review a Comprehensive Metabolic Panel (CMP) or Basic Metabolic Panel (BMP).

The cost for the CMP or BMP is covered by Virta as long as the member uses a LabCorp or Quest facility.

Applicants can download the lab order form from the Enrollment Portal, but it is not necessary to bring a printed form to the lab.

Scheduling the Appointment

The member is given the opportunity to schedule their own lab appointment. If the member hasn't scheduled, the enrollment advisor can assist with booking an appointment with LabCorp or Quest.

Why do I need to go to Virta for my GLP-1 weight loss care?

For State of Ohio employees to be eligible for a subsidy reimbursement on GLP-1 medication, you must get a current, valid prescription from a Virta clinician. Virta is the state's new metabolic health benefit. Virta's program offers added levels of support for anyone looking to lose weight or address other metabolic health challenges that other providers typically aren't able to provide. With Virta you get a dedicated care team who continuously monitors your health, mitigates side-effects, and tailors lifestyle and nutrition support to your specific preferences and life circumstances. The care team is available as much as you need them, daily if you want, to support your progress and ensure your success.

I am already taking a GLP-1 for weight loss. What do I need to do to enroll with Virta and continue my prescription?

To continue taking your medication and receive a limited spot subsidy for the cost of the medication being offered by the State of Ohio medical plan, you will need to enroll with Virta as soon as your prior authorization expires. Subsidy spot openings are first-come, first-served,

and openings will not be held for members who are currently using a prior authorization for GLP-1 medication.

The enrollment process includes a video appointment with a Virta provider. The Virta care team will walk you through your care options with Virta and you will make a shared decision. If that includes continuing on your GLP-1, direct your Virta provider to send your prescription to the online LillyDirect or NovoCare pharmacy. The Virta provider will submit the paperwork for your refill. You will then be directed to LillyDirect/Medicines/Zepbouned or NovoCare/Obesity/Products/Wegovy to register for an account. This process will include paying for your prescription and providing your address to receive your prescription by mail. Please review the LillyDirect and NovoCare websites closely to understand the process and how much you will have to pay out of pocket.

A subsidy may be available for the GLP-1 prescription. To determine if you are eligible for the subsidy, State of Ohio employees should refer to the eligibility requirements for reimbursement detailed in the Virta Weight Loss Program section on the Personal Health Plus webpage or email myBenefits@DAS.Ohio.gov. Reimbursement openings are first-come first-served, and openings will not be held for members who are currently using a prior authorization for GLP-1 medication.

Reimbursements will be directly added to the employee's paycheck. This reimbursement will be listed in the paycheck's earnings section. State of Ohio employees who meet the eligibility requirements for reimbursement detailed in the Virta weight loss program who request for reimbursement must go to the Personal Health Plus webpage to fill out the online form, and submit their receipt to Reimbursement@DAS.Ohio.gov within 30 days of payment of the prescription.

When uploading the receipt, the member must make sure all responses on the online form are completed. This information and receipt must be reviewed against a file that is sent weekly from Virta to confirm the member is also in compliance with all program requirements.

If/when confirmed, and if there are available reimbursements, a file will be sent to payroll to add the reimbursement to the member's paycheck. Reimbursement should be expected approximately four weeks from the date of submission of the receipt.

Eligibility in the weight loss program does not guarantee reimbursement. Reimbursements are open to the first 2,500 eligible State of Ohio employees who submit their reimbursement receipts on a first-come, first-served basis. Once the Ohio Department of Administrative Services (DAS) verifies program compliance and the receipt for a current, valid GLP-1

prescription provided by a Virta clinician, employees can expect to see their reimbursement payment within four weeks of submission. Employees will be notified of approval or denial of each submission as it is reviewed.

What is Virta, and why is it being offered?

Your employer offers Virta as a benefit to support your health and wellness goals. Virta's sustainable approach to weight loss combines research-backed tools, nutritional guidance, and personalized support to help you achieve lasting results.

Do I need to follow a strict diet?

No. Dietary changes are encouraged, but you're in control. Virta offers support whether you're making small adjustments or bigger lifestyle changes.

Is blood monitoring or finger-pricking required?

No. Finger pricking is completely optional but strongly recommended to optimize your nutritional recommendations. Members who regularly monitor their biomarkers tend to see more rapid and sustained weight loss results.

How do I start with Virta?

You'll receive enrollment instructions through your employer's benefits site or directly from Virta. Once enrolled, you'll start a personalized care plan with guidance from your Virta coach and clinical team.

What are my weight loss care options with Virta?

Most Virta members use Virta's drug-free nutrition focused approach to weight loss where they work with a dedicated care team to get nutrition and lifestyle support. Nutrition recommendations are tailored to each member's health and lifestyle preferences focusing on eating more real foods like vegetables, moderate levels of proteins, healthy fats, and less sugar/carbs. This approach helps curb cravings and hunger and avoids calorie counting.

Virta offers other weight loss approaches available depending on your health and current medications.

Will biometric screenings for the State of Ohio's wellness plan qualify as acceptable bloodwork for the Virta weight loss program?

Unfortunately, no. For anyone enrolling in Virta to start their weight loss journey, including beginning or continuing a GLP-1 for weight loss, the Virta clinical team needs to review a Comprehensive Metabolic Panel (CMP) or Basic Metabolic Panel (BMP). These panels include additional information that are not part of our Biometric screening.

The cost for the CMP or BMP is covered by Virta as long as the member uses a LabCorp or Quest facility.

I'm on a weight loss medication. How does Virta fit in?

Virta works alongside medications such as GLP-1s, providing support to help you reach your goals with or without medication.

Who qualifies for a subsidy for GLP-1s?

Employees enrolled in the State of Ohio medical plan coverage through Anthem or Medical Mutual of Ohio may receive a subsidy to help offset the cost of GLP-1s for weight loss from LillyDirect or NovoCare with a current, valid prescription from a Virta clinician. A limited number of subsidies are available and will be granted on a rolling basis as requests come in. State of Ohio employees may confirm if there are available reimbursement openings prior to completing prescription fulfillment by going to the Personal Health Plus webpage to fill out the online form, indicating they are currently enrolled and have a pending prescription from a Virta clinician, and asking if there is an open reimbursement. If confirmed, they can complete the payment process then follow the reimbursement process and upload the actual receipt.

How will my subsidy get to me if I qualify?

Reimbursements will be directly added to the employee's paycheck. This reimbursement will be listed in the paycheck's earnings section. Employees are expected to submit receipts to DAS within 30 days of purchase. Once DAS verifies the receipt, employees can expect to see their reimbursement payment within four weeks of submission. The reimbursement is taxable. The paycheck will reflect the amount of the reimbursement minus the taxes.

If I don't qualify for the subsidy because the allotment of available spaces are full, is there a chance that will eventually change?

Yes. As employees drop from the program, spots will become available for qualifying employees that were not available when they initially signed up. Employees may continue to submit receipts each month to see if they are approved for an open reimbursement. Once approved, State of Ohio employees remain in that reimbursement opening and will continue

to receive monthly reimbursements if the GLP-1 medication was prescribed by a Virta clinician, receipt is submitted within 30 days of purchase, the online form is complete, and program compliance is confirmed.

How much do I need to pay for my GLP-1?

Please review details, including costs, of the LillyDirect/Medicines/Zepbound or NovoCare/Obesity/Products/Wegovy programs on the respective company's website. For current pricing, go to Lilly.com/LillyDirect, or for customer support call Lilly Direct at 800-545-5979; or Novocare.com/Pharmacy, or for customer support call NovoCare at 888-809-3942. The price is set by the manufacturer, may possibly vary based upon dosage, and cost may be subject to change.

The state will provide a subsidy of up to $200 per month to offset costs for those who qualify for the subsidy and receive a reimbursement opening by completing the entire reimbursement process. Reimbursement openings are limited to 2,500 a month on a first-come, first-served basis.

What requirements must I fulfill to continue enrollment in the Virta weight loss program?

Adherence requirement	Coach or app Engagement	Biomarker Logging*	Weight Logging	Side effect Logging	Injection Logging	Weight Loss Achieved
Sustainable Weight Loss *Nutrition Therapy*	1x / month				-	-
Responsible Prescribing Nutrition Therapy + Rx Lifestyle + Rx	1x / month	–	4x / month	1x / month	4x / month	5% @ 6 months*

Can I get a prefilled auto-injector pen for my GLP-1?

Currently, LillyDirect's self-pay channel is only available for single-use vials of Zepbound. Zepbound pens are not available. NovoCare's self-pay channel only offers prefilled auto-injector pens for Wegovy.

Can I use my FSA/HSA for the purchase of the GLP-1s?

Only the unreimbursed portion of the expense is eligible for reimbursement through your flexible spending account (FSA) or health savings account (HSA).

Under the Terms and Conditions of the state's FSA/HSA third-party administrator (TPA), Baker Tilly Vantagen, State of Ohio employees may only seek reimbursement for the portion of the GLP-1 prescription cost not covered by the state.

Example:

- Total cost of GLP-1 prescription: $499
- State reimbursement: Up to $200
- Remaining unreimbursed amount: $299 (employees may request reimbursement from FSA/HSA for this portion only)

How to submit for reimbursement:

- **Do not** use your prepaid benefits card for your GLP-1 medication.
- Pay the full amount of your GLP-1 prescription cost out of pocket.
- Submit a request for subsidy (up to $200) from State of Ohio within 30 days of purchase (subject to available subsidies, program compliance, prescription through Virta clinician, submission of receipt within 30 days of purchase).
- If member has an FSA or HAS and would like reimbursed for the remaining "unsubsidized" portion of the prescription cost, submit a claim for the unreimbursed portion (e.g., $299) through myFlexDollars.com.

See details below to help explain and guide you through how to correct your FSA if you incorrectly paid the full price for your GLP-1 medication with your FSA prepaid benefits card and also will receive the reimbursement (up to $200) from the State of Ohio.

Avoiding benefit overlap for GLP-1 medication costs

FSA accounts are designed to help you manage health care expenses efficiently and tax-free.

Important reminder about GLP-1 prescription reimbursements

Do not use your prepaid benefits card for your GLP-1 medication.

If you paid for your GLP-1 prescription using your FSA prepaid benefits card and also received the reimbursement (up to $200) from the State of Ohio, this results in a duplicate reimbursement.

Since FSA funds can only be used for expenses not reimbursed by another source, this situation is not allowed under IRS rules and needs to be corrected.

We understand mistakes happen and we're here to help you get back on track.

If you've mistakenly paid for your GLP-1 prescription using your FSA account and also received the reimbursement from the State of Ohio, correcting it is quick and easy.

Follow the steps below to correct your overpayment.

Steps to correct a duplicate FSA reimbursement:

<table>
<tr><td colspan="2">Step 1: Contact myFlexDollars Support
Contact the myFlexDollars Customer Service team and inform them that your FSA claim should be reviewed and denied due to a duplicate reimbursement.
Phone: 833-559-0002
Email: Support@myFlexDollars.com</td></tr>
<tr><td>Step 2: Process the repayment
Once your claim is denied, repayment will be required. You can repay the funds directly on your myFlexdollars.com account.</td><td>Repayment Steps:
Log in to myFlexDollars.com.
Go to the "Tasks" section and select Repayment(s) Due.
Click Repay.
Add or confirm your banking information and select a repayment date.
Click Submit.</td></tr>
<tr><td colspan="2">Step 3: Account Adjustment
Once your repayment is processed, the amount (up to $200) will be credited back to your FSA account and available for future eligible expenses.</td></tr>
</table>

Stay informed. Stay compliant. Stay covered.

Correcting duplicate reimbursements ensures your FSA account remains in good standing and continues to support your health care needs. By following the steps above, you'll help maintain compliance with IRS regulations and protect the valuable benefits available to you.

Why do I need to go to Virta for my GLP-1 weight loss care?

Virta is the state's new metabolic health benefit. Virta's program offers added levels of support for anyone looking to lose weight or address other metabolic health challenges that other providers typically aren't able to provide. With Virta you get a dedicated care team who continuously monitors your health, mitigates side-effects, and tailors lifestyle and nutrition support to your specific preferences and life circumstances. The care team is available as much as you need them, daily if you want, to support your progress and ensure your success.

I am currently working with a provider or dietician. Do I have to stop seeing them?

Virta respects your existing clinical relationships and encourages you to keep them. During sign-up, you can share your providers' details, and Virta will keep them updated on your care. While some engagement with Virta's health coach and clinician is required for safety, you

control how much you interact with your health coach. Most members find value in having their Virta care team available anytime through the app.

I'm less interested in making nutrition changes. Do I still need to work with Virta to get a GLP-1?

No. You always have the option of paying full price for your GLP-1 medications without working with Virta. However, if you want GLP-1 medications at the subsidized direct-to-pharma price after reimbursement you will need to enroll in the Virta weight loss program. While you are not required to work with Virta, we encourage you to consider working with Virta because Virta is our metabolic health benefit and provides support and education on how to sustainably lose weight with or without medications. Also, through Virta, State of Ohio employees may receive a limited spot subsidy through the State of Ohio medical plan for the cost of the GLP-1s. This is done through LillyDirect or NovoCare and expert support from a Virta provider while taking the medication.

Does Virta have information on my health history?

Yes, as a medical provider, Virta may have access to some health history information to provide care. As part of the sign-up process, Virta will also collect context on your current and past health to ensure you are eligible for care with Virta and can provide effective care for your unique needs.

Will Virta tell my employer I am enrolled or taking a GLP-1?

The State of Ohio is committed to maintaining your privacy. As part of your participation, you acknowledge that the benefits administrators at the DAS, Benefits Administration Services, and the respective third-party administrators (whom we use to administer and deliver health care services) receive your personal health information through the operation and administration of the plan. Personal health information and plan records are maintained in compliance with applicable state and federal laws and are typically shared only to the extent needed to confirm employee compliance with the program.

You can learn more at the State of Ohio Benefits Legal Notices webpage.

Where can I find more information?

For details, visit Personal Health Plus or reach out to agency benefits administrators for instructions on accessing Virta.

How do I enroll?

Individuals will start your journey by creating a Virta account on the Virta website, where your eligibility will be confirmed. You will then complete a health screening, where you will share lab work results and meet with a Virta clinician for medical clearance.

What happens after I enroll?

Education & guidance

- Virta explains the benefits of a *nutrition-first* approach and helps you understand the pros and cons of GLP-1s, if you're considering or already on them.

Personalized pathway

- Based on your health needs and readiness for change, Virta places you into the right program pathway: Both pathways can be utilized with or without GLP-1 medications.
    - **Nutrition Therapy + Rx**: For those ready to make meaningful nutrition and behavior changes alongside GLP-1s.
    - **Lifestyle + Rx**: For those starting GLP-1s but making smaller lifestyle changes at first, with the goal of gradually building toward Nutrition Therapy + Rx.

Medication management

- If you meet FDA criteria (age 18+ and BMI thresholds set by your employer/plan), Virta may prescribe GLP-1s.
- Virta providers carefully adjust your dose during the 6-month titration period to maximize effectiveness and minimize side effects.

Ongoing monitoring

- Virta tracks your weight, and if you're in the Nutrition Therapy + Rx pathway, also ketones and blood pressure (if applicable).
- You'll receive ongoing support for nutrition, lifestyle, and behavior change to help sustain results.

Deprescription support

- When it's safe and appropriate, Virta helps you reduce or stop GLP-1s while maintaining your health and weight loss outcomes.