Twin Health: Employee FAQ

Metabolic health support and GLP-1 coverage

Twin Health is a voluntary, fully covered benefit for eligible members enrolled in a Granite Construction Anthem medical plan. Participation is required to receive plan coverage for GLP-1 medications used for weight loss.

Program basics

What programs are available?

Twin Health offers three programs:

- Type 2 Diabetes: Support with blood sugar, weight and medications.
- Prediabetes: Support to lower A1C, manage weight and reduce diabetes risk.
- Healthy Weight: Support for safe, sustainable weight loss and metabolic health.

Who is eligible?

Employees, spouses and adult dependents may qualify if they are enrolled in a Granite Construction Anthem medical plan and meet clinical eligibility requirements for type 2 diabetes, prediabetes or unhealthy weight. For the Healthy Weight program, eligibility generally includes a BMI above 30 or above 27 with a weight-related condition. Twin Health will confirm eligibility during enrollment.

How much does the program cost?

There is no cost to eligible members. Twin Health is fully covered by Granite Construction.

How do I enroll?

Visit partner.twinhealth.com/granite and follow the registration steps. You will schedule a health screening, complete blood work, connect the provided devices and meet your Twin care team.

What participation involves

What will I need to do?

Active, ongoing participation includes:

- Use the Twin-provided devices, including a continuous glucose monitor, smart scale and Garmin band when needed.
- Log meals and activity in the Twin app.
- Complete required blood work.
- Stay in regular contact with your Twin care team.

What if I do not have a smartphone?

Contact Twin Health. The team will work with you directly to determine how you can participate.

GLP-1 medications and coverage

Is Twin Health required for GLP-1 weight-loss medication coverage?

Yes. If you use a GLP-1 medication for weight loss, you must enroll and actively participate in Twin Health's Healthy Weight program to receive coverage under the Granite Construction plan. If you choose not to participate, you will be responsible for the full cost of the medication.

I already take a GLP-1 for weight loss. What do I need to do?

Register early to help avoid a disruption. OptumRx will provide continuation-of-therapy coverage for members who have an existing prescription as of December 31, 2026, through March 31, 2027. You must enroll and actively participate in Twin Health by March 31, 2027, to continue plan coverage for weight-loss medication.

When will Twin Health refill my medication?

First, complete onboarding, including labs, device connections, a coach visit and a Twin provider visit. If you meet the plan's prior authorization and clinical criteria, the Twin provider will send a prescription to your pharmacy. Check with your pharmacy within 24 hours. Eligibility is reassessed every 31 days, including a review of BMI.

Who will manage my medication?

After you join, Twin Health's licensed medical providers will manage your weight-loss or glucose-lowering medications. You may continue your current medications when you start. Any change will be personalized, gradual and monitored by your care team.

Will I be required to stop taking my GLP-1?

Medication decisions are based on your health, progress, FDA prescribing guidelines and plan coverage rules. Twin Health's long-term goal is improved metabolic health. For some members, that may include safely reducing or stopping a GLP-1 over time. Your provider will make those decisions with you, not without you.

What are the clinical criteria for a GLP-1 used for weight management?

Twin providers use FDA prescribing guidelines together with the plan's coverage rules. In general, adults may qualify with a BMI of 30 or higher, or a BMI of 27 or higher with at least one weight-related health condition, such as high blood pressure, high cholesterol or type 2 diabetes. Meeting these thresholds does not guarantee coverage; the provider and plan will confirm eligibility.

Does coverage continue for weight maintenance?

GLP-1 medication is one part of a broader care plan. Your provider will review your progress and use evidence-based protocols to adjust, reduce or stop medication when clinically appropriate. The goal is to help you maintain results through sustainable nutrition, activity, sleep and metabolic health habits.

Questions or ready to enroll? Visit partner.twinhealth.com/granite. Enroll early if you currently use a GLP-1 medication for weight loss.