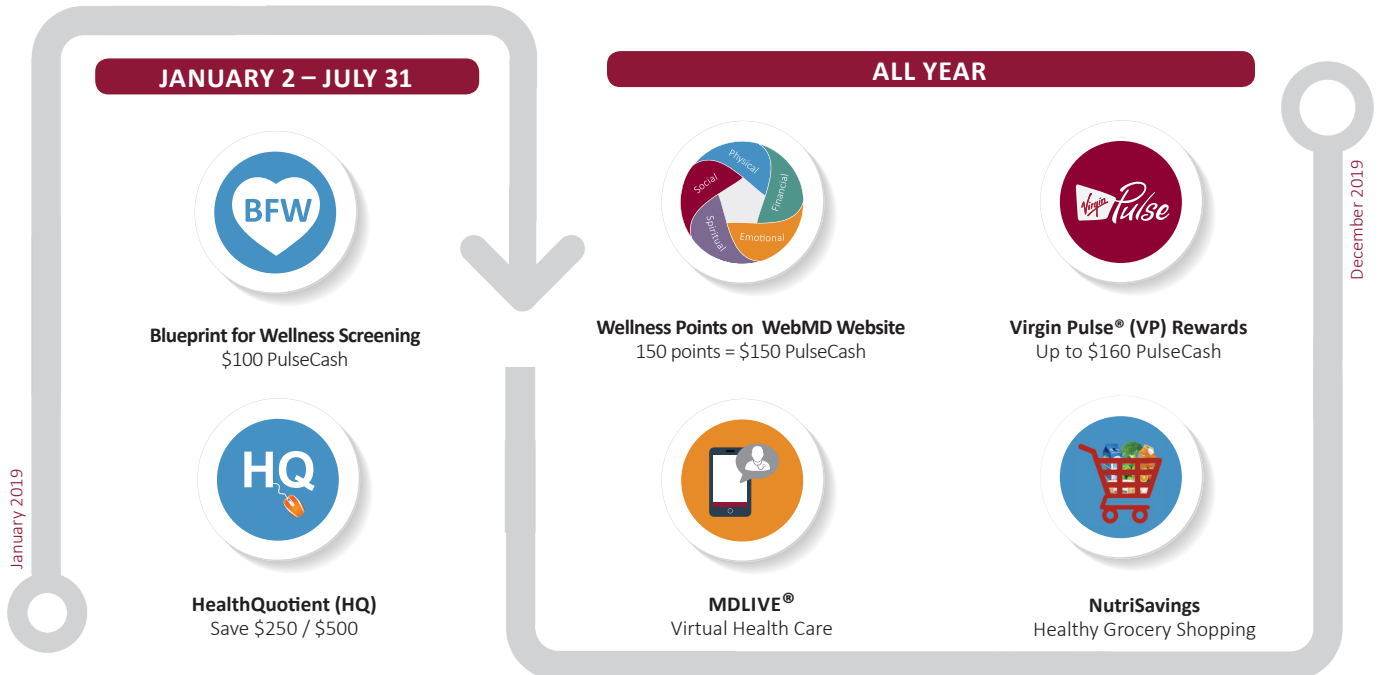




2019 HealthFlex Incentives Program



HealthFlex well-being and incentive programs support and encourage participants and spouses to choose lifestyle behaviors that increase vitality and improve well-being

Earn HealthFlex Incentives in 2019 the Same Way You Did in 2018

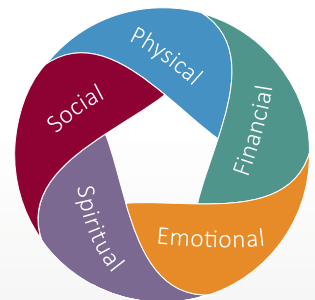
The new well-being program dates better suit your lifestyle. Register for Blueprint for Wellness and take the HealthQuotient starting **January 2, 2019**. The new window, **January 2 – July 31**, makes it easier for you to achieve well-being success.

Mobile Apps

Check out HealthFlex partner apps for Wellness at Your Side, MDLIVE®, WageWorks EZ Receipts®, NutriSavings and Virgin Pulse®.

Continue to Earn Virgin Pulse Rewards

Participants will still have the potential to earn up to \$40 per calendar quarter, with breakdown by levels as follows. Learn about all the ways you can earn Points in the Virgin Pulse® platform by viewing the Virgin Pulse FAQs at **HealthFlex/WebMD**.



LEVEL 1	Points	PulseCash	Cumulative PulseCash Earned
	1,000	\$5	\$5

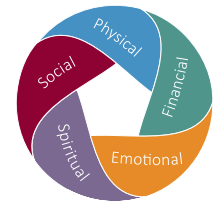
LEVEL 2	Points	PulseCash	Cumulative PulseCash Earned
	5,000	\$15	\$20

LEVEL 3	Points	PulseCash	Cumulative PulseCash Earned
	10,000	\$10	\$30

LEVEL 4	Points	PulseCash	Cumulative PulseCash Earned
	15,000	\$10	\$40

(over)

New Ways to Earn Wellness Points Across the Five Dimensions of Well-Being!



See below for ways to earn Wellness Points in 2019.

Action	HealthFlex Wellness Points Per Action	Frequency Allowed	Maximum Points
Health Measures Rewards • Meet American Heart Association (AHA) guidelines on seven 2019 Blueprint for Wellness measures or achieve improved measures as compared to 2018 Blueprint for Wellness results— New measure	7 possible rewards for 20 points each	Once	140
Complete any WebMD coaching call in 2019	25	6 times	150
Select any goal in My Health Assistant on the HealthFlex/WebMD website	5	3 times	15
Achieve any goal in My Health Assistant	15	3 times	45
Access the Employee Assistance Program (EAP) for emotional counseling	15	Once	15
Access the EAP for Work/Life Services	15	Once	15
Activate your account with MDLIVE® telemedicine provider	15	Once	15
Adopt a new spiritual practice for 1 month	15	Once	15
Complete the EY Financial Wellness Assessment— Updated • EY Financial Wellness Assessment now 50 points	50	Once	50
Register or Log into BenefitsAccess	35	Once	35
Activate your NutriSavings account	15	Once	15
Add a loyalty card to your NutriSavings account	15	Once	15
Total needed to earn \$150 PulseCash = 150 Wellness Points			525

Health Measures Rewards Opportunity: 140 Total Wellness Points

Health measures are assessed by the 2019 Blueprint for Wellness screening **between January 2 and July 31, 2019**—completed during an on-site event, at a local Quest Diagnostics lab, or by submitting the *Physician Results Form*. In order to protect individual privacy, other means of reporting the health measures will not be accepted.

Participants can earn up to 140 Wellness Points for 2019 Blueprint for Wellness health measures that fall within the American Heart Association (AHA) recommended range or show improvement over their 2018 Blueprint for Wellness results. Earn 20 Wellness Points each for recommended or improved results on each of the seven key health measures listed in the chart.*

Health Measures Rewards Table

Measure	Recommended Range*	Wellness Points for Recommended Range or Improvement
Blood pressure	Systolic: Less than 120 mm/Hg Diastolic: Less than 80 mm/Hg	20
Hemoglobin A1c— New measure Measures average blood sugar over 2 – 3 months	Less than 5.7%	20
Fasting glucose (blood sugar)	65–99 mg/dL	20
Triglycerides	Less than 150 mg/dL	20
HDL cholesterol (high-density “good” cholesterol)	Greater than 60 mg/dL	20
Waist circumference	Men: 40 inches or less Women: 35 inches or less	20
Body Mass Index (BMI)	18.5–24.9 kg/m ²	20
Total Possible Points		140

* Recommended ranges as defined by the American Heart Association. These measures (with the exception of BMI and Hemoglobin A1c) are widely used by the AHA and other medical authorities to diagnose metabolic syndrome, a condition with significantly higher health risks.

Please Note:

- If 2019 Blueprint for Wellness results are not in the recommended range or have not improved from 2018, no Wellness Points will be awarded for health measures.
- Reasonable alternatives or waivers will be made available for those who cannot achieve recommended or improved measures due to an underlying medical condition. If you need a reasonable alternative, make a personal request by:
 - E-mail (incentiverequest@wespath.org), or
 - U.S. mail (Wespath Benefits and Investments; Attention: Incentive Request; 1901 Chestnut Avenue; Glenview, IL 60025).
 We will work with you (and with your primary care provider, if you wish) to find a reasonable alternative in order for you to qualify for the same reward.
- The *Physician Results Form* is available by logging on to your HealthFlex/WebMD account and accessing Quest Diagnostics Blueprint for Wellness.
- Participation in HealthFlex wellness programs is voluntary. The IRS considers cash wellness incentives as taxable income. Please contact your tax adviser.