

\$5 for 5% Improvement Guidelines

This program allows associates outside the goal range to earn a \$5 discount on their medical premiums for making a 5% improvement over previous screening results. The \$5 discount will be applied for each metric (blood pressure, glucose, body composition and cholesterol) where a 5% improvement is made. Associates can re-check their results at various times during the year to determine if a 5% improvement has been made.

There are 2 ways to qualify for this program:

1) Repeat Participant - Associate has participated in a previous health screening event	2) New Participant - Associates participating in a health screening for the first time
<i>Repeat participants will use previous results as a benchmark to identify if a 5% improvement has been made at 2022 screening event</i>	<i>New participants will use 2022 health screening results as the benchmark for improvements made during 2023</i>
<p>Process:</p> <ol style="list-style-type: none"> Associate completes health screening at on-site event or with their own physician and submits results by September 30, 2022 deadline. US Wellness evaluates results and determines if 5% improvement was made compared to previous results from 2021 US Wellness notifies People Services of the 5% improvement so changes can be made to associate's premiums starting in January 2023 Associate has the opportunity to submit new results anytime during Q1, Q2 or Q3 of 2023 to qualify for an additional \$5 for 5% improvement 	<p>Process:</p> <ol style="list-style-type: none"> Associate completes health screening on-site or with their own physician and submits results by September 30, 2022 deadline <p style="text-align: center;">*New participants are not eligible for improvement re-checks until 2023 begins</p> <ol style="list-style-type: none"> Associate can submit new results anytime during Q1, Q2 or Q3 of 2023 to qualify for a \$5 discount for improvements made to 2022 results US Wellness notifies People Services of the 5% improvement so changes can be made to associate's premiums on upcoming paycheck

The **US Wellness \$5 for 5% Improvement Form** must be submitted when new results have been collected for the 5 for 5 program

\$5 for 5% Eligibility:

Blood Pressure: BOTH the systolic and diastolic metrics must improve by 5% to earn the \$5 discount unless either are now within the goal range

Cholesterol: Either total cholesterol OR cholesterol ratio can be used to show a 5% improvement to earn the \$5 discount

Blood glucose: Only fasting results compared to fasting results can be used for this program

Body Composition: Body Mass Index (BMI), body fat % OR waist circumference can be measured to show a 5% improvement

Program Deadlines:

September 30, 2022	Oct 1 - Dec 31, 2022 (Q4)	Jan 1 - March 31, 2023 (Q1)	April 1 - June 30, 2023 (Q2)	July 1 - Sept 30, 2023 (Q3)	September 30, 2023
<p>Deadline for repeat AND new participants to submit health screening results for 2023 medical premium discounts. Participants will also have the \$5 discount for 5% improvement program start October 1, 2022.</p>	<p>Period for all that participated in the 2022 health screening to submit improvement results to US Wellness for 5% consideration. \$5 discount for 5% improvement to be applied in Q1 2023.</p>	<p>Period for all that participated in the 2022 health screening to submit improvement results to US Wellness for 5% consideration. \$5 discount for 5% improvement to be applied in Q2 2023.</p>	<p>Results submitted during this period will be used for</p> <p>a) your 2023 health screening for 2024 premiums AND</p> <p>b) to determine a \$5 discount for 5% improvement to be applied in Q3 2023.</p>	<p>Results submitted during this period will be used for</p> <p>a) your 2023 health screening for 2024 premiums AND</p> <p>b) to determine a \$5 discount for 5% improvement to be applied in Q4 2023.</p>	<p>Deadline for repeat AND new participants to submit health screening results for 2024 medical premium discounts. Participants will also have the \$5 discount for 5% improvement program start October 1, 2023.</p>

Requirements:

- Associate must have valid screening results on file with US Wellness from 2021, or be newly screened in 2022
- To qualify for this program, associate's results must be outside the health metrics range
- Associates that re-check and now hit the goal after the September 30, 2022 deadline will receive full goal credit for that metric
- Associate must be tobacco free or complete a tobacco cessation program to be eligible for the \$5 for 5% program discounts
- Discounts will be maxed out at 4 goal rate for an associate's medical plan