



2017 HealthFlex Incentives Program

Wellness Points on WebMD Website

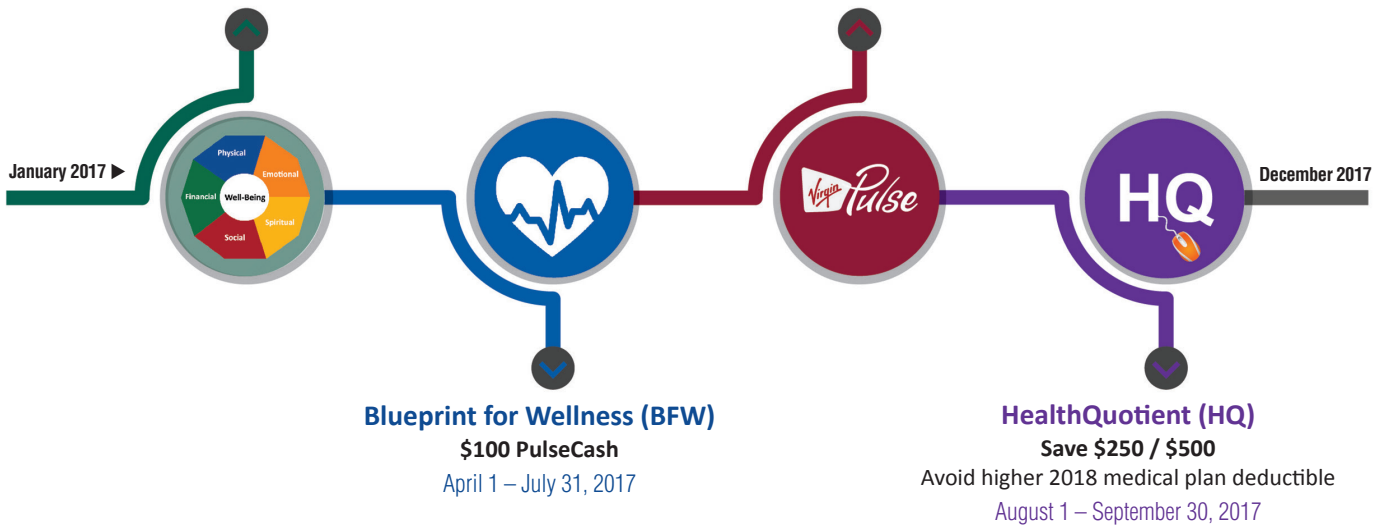
150 points = \$150 PulseCash

January 1 – December 31, 2017

Virgin Pulse (VP) Rewards

Up to \$160 PulseCash

January 1 – December 31, 2017



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

Earn HealthFlex incentives in 2017 the same way you did in 2016—with new opportunities to earn Wellness Points, and more ways to earn rewards through the new Virgin Pulse 2.0 “Points” program.

New and Improved!

The Virgin Pulse program will upgrade to the Virgin Pulse 2.0 platform effective January 1, 2017. The new platform has more ways to earn rewards daily, with Points awarded for more increments of activity. PulseCash is the new name for the cash rewards earned through Virgin Pulse (previously HealthCash).

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 new Virgin Pulse platform by viewing the Virgin Pulse 2.0 FAQ’s at wespath.org.

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 new ways to earn Wellness Points in 2017. You can still earn points the same way you did in 2016, but you now have opportunities that cover all five dimensions of well-being supported by the Center for Health.

Action	HealthFlex Wellness Points Per Action	Frequency Allowed	Maximum Points
Health Measures Rewards—see Healthy Rewards Table below • Meet AHA guidelines on six 2017 Blueprint for Wellness measures or achieve improved measures on 2017 Blueprint for Wellness as compared to 2016 Blueprint for Wellness	6 possible rewards for 20 points each	Once	120
Complete any WebMD coaching call in 2017	25	6 times	150
Submit success story through the HealthFlex/WebMD website (name/contact information required to receive points but can publish anonymously)	20	Once	20
Have your success story selected (will be notified of selection by HealthFlex)	20	Once	20
View the "Wellness Success Stories" page on HealthFlex/ WebMD website (maximum once per calendar quarter)	5	4 times	20
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 Employee Assistance Program (EAP) for emotional counseling	15	Once	15
Access EAP for Work/Life Services	15	Once	15
Activate your account with MDLive telemedicine provider—NEW	15	Once	15
Adopt a new spiritual practice for 1 month—NEW	15	Once	15
Complete the EY Financial Wellness Assessment—NEW	25	Once	25
Total needed to earn \$150 PulseCash = 150 points			

Health Measures Rewards Opportunity: 120 Total Wellness Points

Health measures are assessed by the 2017 Blueprint for Wellness screening **between April 1 and July 31, 2017**—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 120 Wellness Points for 2017 Blueprint for Wellness health measures that fall within the American Heart Association (AHA) recommended range or show improvement over their 2016 Blueprint for Wellness results. Earn 20 Wellness Points each for recommended or improved results on each of the six key health measures listed in the chart.*

Healthy 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
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		120

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

Please Note:

- If 2017 Blueprint for Wellness results are not in the recommended range and have not improved from 2016, 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* will be available starting January 1, 2017 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.