



2022 WELLNESS PROGRAM

BUILD A BETTER YOU

The Virgin Pulse wellbeing program helps you live better and achieve your health goals with a fun and engaging experience that delivers powerful resources right to your fingertips.

Who can participate?

Energy Harbor full time employees and their eligible spouses/domestic partners who are enrolled in the medical plan are invited to sign in to join.virginpulse.com/EnergyHarbor. Up for a personal challenge? Once you're signed in, be sure to invite your coworkers to join in on the fun!

HOW TO REGISTER

- New members: visit join.virginpulse.com/EnergyHarbor
- Existing members: sign in at member.virginpulse.com
- Accept the terms and conditions
- Download the Virgin Pulse mobile app by searching "Virgin Pulse" in the App Store or Google Play



PERSONALIZE YOUR EXPERIENCE

- Set your interests to get personalized wellbeing tips
- Choose your email preferences
- Connect an activity tracker
- Upload a profile picture and add friends

GETTING STARTED

You're registered and signed in—now what? Begin by completing program activities and building healthier habits one day at a time. Here are a few options to help you get started.

Health Assessment

The Health Assessment asks questions about your current health status and wellbeing habits. Once completed, your responses will be analyzed to generate a health score, show your health risks and provide practical tips to help you improve. Complete the survey by visiting **Health Assessment** under the **Health** tab.

Pillars and Topics

Looking to reduce stress, increase your energy throughout the day or find the motivation to continue progress toward your wellbeing goals? The Pillars and Topics section can point you in the right direction, providing quick access to many helpful tools and resources.

Nutrition Guide

Maintaining healthy eating habits is easier when you have a little help. Access the Nutrition Guide and choose your eating profile. Tell us what you'd like to work on, like cutting out sweets or portion control, and we'll serve up plenty of healthy and delicious tips and recipes.

Sleep Guide

Sleep affects nearly every aspect of your health, from your everyday performance and immune system to your ability to focus on other areas of your wellbeing. When you complete the Sleep Guide, you'll end up with a customized plan for improving the length and quality of your slumber, setting you up for success—day and night.



EARNING INCENTIVES

Good health is its own reward. But that doesn't mean we're going to leave you empty-handed. Visit **Rewards** to see a list of all the ways you can earn points, and to view and redeem what you've earned. You have from January 1, 2022, through December 31, 2022, to earn rewards. Please note that certain activities may have different deadlines.

Complete healthy activities to earn Pulse Cash in 2022:

Complete an Annual Physical	\$50
Complete a Biometric Screening	\$50
Complete the Health Check survey	\$50
Total Pulse Cash	\$150

Complete activities to earn additional Pulse Cash

Employees

	Level 1 >	Level 2 >	Level 3 >	Level 4	Total additional rewards/year
Points	7,000	25,000	40,000	60,000	
Rewards	\$50	\$75	\$150	\$175	\$450

Spouses/Qualifying Partners

	Level 1 >	Level 2 >	Level 3 >	Level 4	Total additional rewards/year
Points	7,000	25,000	40,000	60,000	
Rewards	\$5	\$10	\$15	\$20	\$50

ADDITIONAL ACTIVITIES

Prioritize and personalize your experience by engaging in resources to help improve your wellbeing:

Daily Cards: Get helpful tips that are relevant to your current interests and goals.

Journeys®: Make simple changes to improve your health, one step at a time.

Coaching: Talk to a professional clinician or health expert and get one-on-one support.

Challenges: Team up or go head to head to challenge your coworkers and track Healthy Habits.

Social Groups: Discuss your favorite hobbies and find a like-minded community to support your healthy changes.

Healthy Habits: Select Healthy Habits to work toward, and track your progress every day.

FREQUENTLY ASKED QUESTIONS

Is my health information confidential?

The Virgin Pulse wellbeing program is confidential and in compliance with the Health Insurance Portability and Accountability Act (HIPAA). Any information shared with Virgin Pulse will not be disclosed, except in accordance with HIPAA laws. Your Protected Health Information (PHI) will not be shared with your employer.

Have questions? We're here to help.

- Check out support.virginpulse.com
Live chat: Monday-Friday, 2 am-9 pm ET
- Give us a call: 888-671-9395
Monday-Friday, 8 am-9 pm ET
- Send us an email: support@virginpulse.com

Not sure if you can fully participate in this program because of a disability or medical condition?

Visit support.virginpulse.com and check out the Medical Exceptions section under **My Account**.





BE THE BEST YOU

2022 Program and Services

We'll help you make small, everyday changes to your wellbeing that are focused on the areas you want to improve the most. When you stick to our program, you'll build healthy habits, have fun with coworkers and experience the lifelong rewards of better health and wellbeing.

What's in it for you:

- Employees can earn up to \$600 in Pulse Cash annually.
- Spouses/qualifying partners can earn up to \$200 in Pulse Cash annually.
- Access personalized tools and support to meet your wellbeing goals.

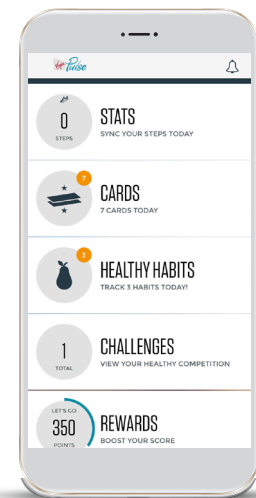
Who's eligible:

All employees and spouses/qualifying partners are eligible to participate in the wellbeing program and earn rewards.



How to get started

- Step 1** Sign up for your Virgin Pulse account by going to join.virginpulse.com/energyharbor. Already a member? Sign in at member.virginpulse.com.
- Step 2** Accept the terms and conditions, and choose your email preferences to get the latest tips and information.
- Step 3** Connect a fitness tracker to get credit for your steps, active minutes and sleep. We sync with many devices and apps. (Max Buzz, Apple Watch, Fitbit, etc.)
- Step 4** Upload a profile picture and add some friends.
- Step 5** Set your interests to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!
- Step 6** Download the Virgin Pulse mobile app for iOS or Android. Access your account and track your activity anywhere, anytime.



How to use Pulse Cash:



Visit the store.



Donate it.



Get a gift card.



Make a payroll deposit.

Engage in activities that fit your interests

Learn easy ways to get more active, eat well and manage life's ups and downs—every day!

Challenges

Rally your coworkers for the latest company step challenge! Or gather a small group of coworkers or friends, and challenge one another to start a new healthy habit.

Daily Cards

Every day we'll send you two new tips to help you live well. Plus, we'll make sure they're about the areas that interest you the most.

Journeys[®]

Want to exercise more? Better manage a health issue? Now you can use our digital coaching tool to make simple changes to your health, one small step at a time.

My Care Checklist

My Care Checklist is a handy, personal healthcare tracker that is right at your fingertips. It assists you in managing your health by keeping track of health checkups, all in one place.

Nutrition Guide

Choose what you'd like to work on, like cutting out sweets or portion control. Then get tips and recipes to help you achieve your goals.

Pillars and Topics

We've made it simpler than ever to get to the information you want. Explore the Pillars and Topics section to find what you need—fast.

Phone Coaching

Talk to a professional clinician and coach over the phone to get one-on-one support, expert guidance and help navigating your healthcare questions.

Recipes

Get ideas for healthy meals, build a shopping list and make a weekly meal plan. Healthy eating is easier when you have the help of an app!

Shoutouts

Support a colleague or friend with a message of thanks or appreciation using the new Shoutout feature found under the **Social** tab.

Sleep Guide

What's your sleep like? Decide what you need to work on, like getting to bed earlier or quieting down. Then get information to help you rest.

Social Groups

Getting healthier and learning something new is easier with friends. Join a group to stay motivated, chat with others and achieve goals together.

Have questions? We're here to help.

Check out support.virginpulse.com

Send us an email: support@virginpulse.com

Live chat on member.virginpulse.com | Monday–Friday, 2 am–9 pm ET

Give us a call: **888-671-9395** | Monday–Friday, 8 am–9 pm ET

Not sure if you can fully participate in this program because of a disability or medical condition? Check out our support page for answers at support.virginpulse.com.

Employee Rewards



It's easy to earn rewards by making healthy decisions. Choose your healthy activities and watch your rewards add up. The more you do, the more you'll earn—up to \$600 in Pulse Cash in 2022. You have from January 1, 2022, through December 31, 2022, to earn rewards. Please note that certain activities may have different deadlines.

Complete an annual physical	\$50
Complete a biometric screening	\$50
Complete the Health Check survey	\$50
Total Pulse Cash	\$150

Earn up to \$450 more in Pulse Cash! You can participate in additional healthy activities to earn points and watch your Pulse Cash add up.

	Level 1 >	Level 2 >	Level 3 >	Level 4	Total additional rewards/year
Points	7,000	25,000	40,000	60,000	
Rewards	\$50	\$75	\$150	\$175	\$450

Ways to earn points: For a full list of all the ways you can earn points, go to **Rewards > How to Earn** on the mobile app, and on desktop look for **Home > Rewards > How to Earn**.

	Do healthy things	Earn points
Getting started	Complete registration	100
	First login to mobile app	250
	Connect first activity device	200
Daily	Upload steps from your activity tracker (per 1,000 steps)	10
	Do your Daily Cards (2 per day)	20
	Track your Healthy Habits (3 per day)	10
	Complete a step in Journeys®	20
Monthly	Win the promoted Healthy Habit Challenge	200
	 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	400
	 Track Healthy Habits 20 days in a month	300
	Complete a coaching appointment	500
Quarterly	Set your interests	100
	Complete a Journey (up to 3 per quarter)	150
Yearly	Set a wellbeing goal	200
	Complete the Nicotine-Free Agreement	100



= Bonus points!

Get to Level 4 faster by completing bonus activities like these.

Spouse/Qualifying Partner Rewards



It's easy to earn rewards by making healthy decisions. Complete healthy activities and watch your rewards add up—up to \$200 in Pulse Cash in 2022. You have from January 1, 2022, through December 31, 2022, to earn rewards. Please note that certain activities may have different deadlines.

Complete an annual physical	\$50
Complete a biometric screening	\$50
Completing the Health Check survey	\$50
Total Pulse Cash	\$150

Earn up to \$50 more in Pulse Cash! You can participate in additional healthy activities below to earn points.

	Level 1 >	Level 2 >	Level 3 >	Level 4	Total additional rewards/year
Points	7,000	25,000	40,000	60,000	
Rewards	\$5	\$10	\$15	\$20	\$50

Ways to earn points: For a full list of all the ways you can earn points, go to **Rewards > How to Earn** on the mobile app, and on desktop look for **Home > Rewards > How to Earn**.

	Do healthy things	Earn points
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Daily	Upload steps from your activity tracker (per 1,000 steps)	10
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Monthly	Win the promoted Healthy Habit Challenge	200
	 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	400
	 Track Healthy Habits 20 days in a month	300
	Complete a coaching appointment	500
Quarterly	Set your interests	100
	Complete a Journey (up to 3 per quarter)	150
Yearly	Set a wellbeing goal	200
	Complete the Nicotine-Free Agreement	100



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