



WELLNESS PROGRAM GUIDE 2023

Welcome to our wellness program powered by Health Solutions!

We'll help you build healthy habits focused on the areas you want to improve the most.

When you stick to the program, you'll experience the lifelong rewards of better health and wellbeing.

What's in it for you?

- Personalized resources to be informed, get well, and stay well
- Meaningful rewards for prioritizing your health and wellbeing

Who can participate?

All benefit-eligible employees and spouses on the Transamerica medical plan are eligible to participate in the program.

If you have trouble accessing the wellness portal, contact Virgin Pulse Member Services at 844-926-1729 or by email at healthsolutions@virginpulse.com.



GET STARTED

Access the wellness portal from your desktop or your mobile device!

Step 1

To get started on your **mobile device**, scan the QR code and download the Virgin Pulse app! Tap Create Account and enter Transamerica into the sponsor search.



To get started on your **desktop**, employees visit wellness.transamerica.com
spouses visit transamerica.myhealthywithhsi.com

Step 2

Enter your employee ID, name, and date of birth, accept the terms and conditions and enter a few details to create your account.

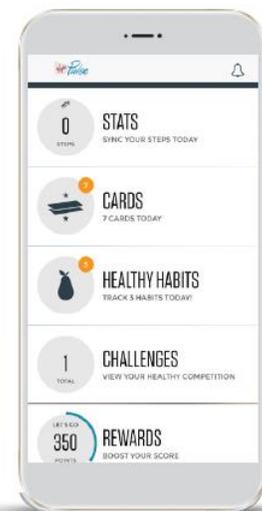
You can find your employee ID under your profile in Workday.

Step 3

Set your interests to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!

Step 4

Connect a fitness tracker to get credit for your steps, active minutes and sleep. We sync with many devices and apps (see next page for details)!





HOW TO EARN

You can receive money toward your HSA for participating in the wellness program. Activities completed through the wellness platform (or app) earn points, and once you accumulate enough points to reach a Level, you earn Reward Dollars.

	Level 1	Level 2	Level 3	Level 4	
Coverage Level	15,000 pts	30,000 pts	45,000 pts	60,000 pts	Max
Employee	\$100	\$100	\$150	\$150	\$500
Employee + Child	\$150	\$150	\$250	\$250	\$800
Spouse	\$50	\$50	\$100	\$100	\$300

Most activities must be completed between January 1 and November 30, 2023. When a Level is reached, the dollar amount assigned to your medical insurance coverage level will be deposited into your HSA within 4 to 6 weeks.

See the following pages for more details on how to earn points!

Note: The receipt of this information does not entitle you to benefits under the Plan. In order to be entitled to benefits, you must meet all of the applicable eligibility requirements. To earn Reward Dollars, you must be enrolled in one of the Company's high-deductible medical plans and elect an HSA in 2023. You don't have to contribute to your HSA, but you need to have an account open to receive these rewards. If eligible, you can elect an HSA at any time or check your election status by contacting Mercer at 866-891-4274.



EARN BIG WITH PRIORITY ACTIONS

Complete the following Priority Actions to maximize the program and accelerate your earning!

Know Your Numbers | 15,000 Points

Complete the following steps by April 30, 2023

Health Check Survey

Complete this brief questionnaire to assess your health and personalize your experience

Health Screening

Select and complete ONE of the following options:

1. Schedule and complete a **Virtual Screening**
2. Download and submit a completed **Health Form**
3. Download a voucher to complete your screening at **LabCorp** or **Weland Labs** (Cedar Rapids only)

Results will post to your account within four weeks of Health Solutions receiving. Visit the **Stats** page to view all results and year-over-year trends, if applicable.

Achieve Target Results | 15,000 Points

Following your Health Screening, visit the **Rewards** page to see how your measurements compare to targets for the program. If your measurements are in the target range, you'll earn the reward automatically. Otherwise, complete a one-on-one Post-Screening Consultation session to earn. You will be contacted via email by Health Solutions to schedule.

Manage Your Care | 15,000 Points

Prioritize your health by making sure you are up-to-date with your recommended care. If invited, work with a Health Advocate to manage your care and achieve your goals. Learn more about this action on page 8.

Note: Alternatives for completing the steps to earn your incentive are available upon request. Visit your wellness portal at wellness.transamerica.com to learn more.

KEEP EARNING

The Priority Actions will get you most of the way there, but there's still more to earn by building healthy habits throughout the year.

Activity | up to 52,460 points

Sync a device or track activity manually to keep track of your steps and increase activity during the year.

Nutrition | up to 10,980 points

Choose your eating type up to once a quarter and sync your MyFitnessPal account to track nutrition to work toward meeting your goals.

Sleep | up to 32,080 points

Choose your sleep profile up to once a quarter and sync a device or track sleep manually to work toward your sleep goals.

My Care Checklist | 2,250+ points

Be up-to-date with your recommended care using the My Care Checklist.

Daily Cards | up to 15,960 points

Review and learn from your personalized daily tips that will help you live well.

Healthy Habits | up to 13,720 points

Choose one or several habits to focus on each day as you build a healthier routine and improve your overall wellbeing.

Journeys® | up to 8,530 points

Use this digital coaching tool to make simple changes to your health, one small step at a time.

Challenges | up to 4,750 points

Rally your friends or coworkers for the latest company challenge or challenge one another to start a new healthy habit.

Event Participation | up to 1,800 points

Complete promoted monthly event or activity and record your completion

Access Additional Resources

Visit the Benefits section of the wellness platform (or app) to find additional resources to support you in becoming the best version of you, including support from a certified life coach (Feel Well Be Well), and a health coach (Learn More) to help you find your next best step.

EARNING JOURNEYS

Whether you choose to take advantage of the Priority Actions or set your own priorities for the year you can earn the full reward. Rewards are earned every 15,000 points, with 60,000 points earning the full reward. See below examples of how you can earn.

I took advantage of the **Priority Actions** to stay on top of my health. I'm working to increase my activity to support my long-term goals.



Action	Points
Know Your Numbers	15,000
Achieve Target Results	15,000
Manage Your Care	15,000
Activity – 5,000 steps/day	17,200
Annual Total	62,200

I decided to **set my own priorities** for the year and am using the program to build consistency into my routine.



Action	Points
My Care Checklist – 4 exams	1,000
Activity – 7,000 steps/day	24,080
Nutrition – 20 days/month	7,700
Sleep – 20 days/month	6,600
Healthy Habits – 20/month	9,900
Daily Cards – 20/month	11,000
Journeys – 1/month	3,850
Annual Total	64,130

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MANAGE YOUR CARE

As part of the Priority Actions for the program, Health Solutions is here to help you manage your care and achieve better health.

Identify

Health Solutions provides managed care services to all plan members (regardless of wellness participation) by reviewing health screening results and medical and pharmacy utilization and identifying opportunities to support you.*

Educate & Empower

If you are overdue for recommended care or have screening results that are out of range, one of Health Solutions' Clinical Health Advocates may reach out to you to provide education and resources that will empower you to achieve optimal health.

Augment

Time with your doctor is limited, and questions and concerns arise in between visits. Health Solutions Clinical Health Advocates are here to help connect the dots and point you to services that educate, empower, and maximize your healthcare benefits so that you receive the care you deserve.

What's in it for you?

We'll let you know about specific programs available to better manage your health. This may include reminders to complete recommended care, or to invite you to engage in health coaching.

Staying on top of your health can help you feel better and control your out-of-pocket healthcare costs!

This is part of the Manage Your Care Priority Action and engaging with a Health Advocate is another way to earn Reward Dollars.

Check out these real results:

By connecting with a Health Solutions Clinical Health Advocate, Terry received education and support to better manage his health, and within a few months, small steps turned into major gains!

"I'm down 20 pounds by using my Health Advocate's knowledge of nutrition and health. My blood sugar is in-check, and my blood pressure has stabilized. I feel the best I've felt in 15 years!"

*Transamerica has partnered with Health Solutions to support plan members with managing their health. Health Solutions is a HIPAA-covered provider; all data is protected by privacy laws. Your information is never shared with your employer or any other party.