

Medical Plan - Wellness Premium Rebate

Eligibility Details, Deadlines, & Payment Schedule (July 1, 2026- June 30, 2027 Plan Year):

Medical plan participants can receive a portion of your payroll premium back by completing wellness activities!

- **Full Rebate:** Complete wellness activities between January 1, 2026, through **June 30, 2026**, to qualify for the full rebate opportunity of **\$600**. Paid in (2) two equal installments*.
- **Prorated Rebate:** If wellness is completed after June 30, 2026 you can still complete wellness activities and qualify for a prorated rebate. See payment schedule.
- **Payment Dates:** Payments will be issued in the 2nd pay of January and June 2027.

Prorated Rebate Payment Schedule*

Completion month	Total opportunity	Installment 1 (Jan 2027)	Installment 2 (Jun 2027)
Jan -Jun - 26	\$600	\$300	\$300
Jul-26	\$550	\$275	\$275
Aug-26	\$500	\$250	\$250
Sep-26	\$450	\$225	\$225
Oct-26	\$400	\$200	\$200
Nov-26	\$350	\$175	\$175
Dec-26	\$300	\$0	\$300
Jan-27	\$250	\$0	\$250
Feb-27	\$200	\$0	\$200
Mar-27	\$150	\$0	\$150
Apr-27	\$100	\$0	\$100
May-27	\$50	\$0	\$50

How to Receive the Rebate:

- Register as a member at www.healthadvocate.com/newstory
- Access the Well-Being Center - Click on the Well-Being option from the dashboard page.
- **Wellness is considered complete once BOTH steps are finished. The completion date is the later of the two. Example, if wellness screening is complete in October and health profile in November, the completion date is November.**
- All results are completely confidential and not shared with your employer.

STEP 1: Complete your annual 'preventive' well screening

You can satisfy Step 1 by completing **ONE** of the below:

Print a Lab Voucher* to use at any participating LabCorp location at no cost to you. LabCorp will submit your results to Health Advocate **OR**

Visit your primary care physician for a preventive well screening. Your **physician** must complete the Health Advocate Physician Screening form and submit directly to Health Advocate.

Access lab voucher and physician forms in your Health Advocate account.

STEP 2: Complete your online Personal Health Profile

Individual responses are not shared with your employer.

Confirm you Completed both Steps!

- Login to your Health Advocate account
- Click on Well-Being Center
- Click on Rewards – you will see a green checkmark next to those activities that are complete.

The screenshot shows a purple header with the text "Required 20 POINTS EARNED". Below this, there are two items listed as "REQUIRED":

- Health Screening**: Gain insight into your health needs and risks for chronic diseases. Complete a health screening onsite, with a lab voucher, or by submitting a physician form. Results must be from 1/1/2023 to 12/31/2023.
- Personal Health Profile**: Complete this online survey to assess your lifestyle and its impact on your health.

*To be eligible for the first payment, you must be an active member in the Company's medical plan on December 31. To be eligible for the second payment, you must be an active member in the Company's medical plan on May 31. You must be in active employment at the time the rebate is paid. Program requirements can be changed, or the program can be discontinued at any time for any reason at the Company's discretion.