



WINNING WELLNESS

Annual Incentive Program

You will be eligible to redeem the WINning Wellness Points earned through participation in various elements of the WINning Wellness Program for gift cards. All points need to be turned in by 11/30/2021.

| WINning Wellness Activity | Point Values | Annual Point Maximum |
|---|--------------|----------------------|
| Wellness Programming | | |
| Complete Wellness Challenges | 50 | 200 |
| Complete Focused Challenges | 25 | 150 |
| Health Education Meeting | 25 | 150 |
| Fitness Activities | | |
| Attend Group Fitness Classes (attend 6 classes per quarter) | 25 | 100 |
| Athletic "Event" or Recreation League | 50 | 100 |
| Personal Activity Log | 50 | 100 |
| Nutrition Activities | | |
| Weight Management Program | 50 | 50 |
| Nutritional Consultation | 50 | 50 |
| Attend Delicious Demos | 25 | 100 |
| Financial Activities | | |
| Financial Consultation | 50 | 50 |
| Financial Workshop | 50 | 50 |
| Lifestyle Activities | | |
| Health Screening | 200 | 200 |
| Covid-19 Vaccination | 200 | 200 |
| Volunteer or Community Activity | 25 | 100 |
| Health and Wellness Coaching | 50 | 200 |
| Preventive Health Visit | 50 | 100 |
| Total Possible Points | | 1,900 |

Incentive Program Point Levels

| Level | Points | Gift Card Value |
|----------|--------|-----------------|
| Bronze | 500 | \$50 |
| Silver | 800 | \$75 |
| Gold | 1,100 | \$100 |
| Platinum | 1,500 | \$150 |

Details of Program Offerings

Completion of Wellness Challenge

50 WINning Wellness Points Per Quarter – 200 Points Maximum Annually

Each quarter there will be a wellness challenge available for completion on the WINning Wellness online platform. To join a quarterly challenge once announced, log into your platform account, click the "Challenge" tab and select which campaign you elect to participate in and click "Join This Challenge".

Prior to the start of each challenge, the number of points required to successfully complete the challenge will be announced. Successfully completing the requirements for the challenge will earn you 50 WINning Wellness points for that quarter.

The points for completing a challenge will be added to your total by the WINning Wellness Specialist.

Completion of Focused Challenge

25 WINning Wellness Points Per challenge – 150 Points Maximum Annually

Throughout the year, there will be one week long, Focused wellness challenges available for completion on the WINning Wellness online platform. To join a Focused challenge, once announced, log into your platform account, click the "Challenge" tab and select which campaign you elect to participate in and click "Join This Challenge".

Successfully completing the requirements for the challenge will earn you 25 WINning Wellness points for that challenge, up to 150 points annually.

Health Education Meeting Attendance

25 WINning Wellness Points per session – 150 Points Maximum Annually

Throughout the year, WN&J will offer health education meetings, lunch & learn's and wellness workshops led by the WINning Wellness Specialist and other wellness experts. Participation in these activities via attendance or viewing remotely can earn you 25 points per session.

Attend Group Fitness Classes

25 WINning Wellness Points for 6 classes per quarter – 100 Points Maximum Annually

Attend 6 group fitness classes per quarter to earn 100 WINning Wellness points. These classes can either be completed through the onsite fitness classes located at WN&J locations or off-site at a group fitness class setting of your choosing.

Athletic Event or Recreational League

50 WINning Wellness Points per event – 100 Points Maximum Annually

You can earn 50 WINning Wellness Points for completing a sanctioned athletic event or recreational sports league during the year with a maximum of 100 WINning Wellness Points earned annually.

Examples of athletic events include sanctioned 5k run/walk events, marathons, biathlons, triathlons, bike races, adventure races, etc. Recreation leagues include any team-based leagues you are involved in such as softball teams, golf leagues, etc.

Personal Activity Log

25 WINning Wellness Points per quarter – 100 Points Maximum Annually

Individuals that track their personal activity and record an average of 90+ minutes per week for a three month period can earn 25 points with a maximum of 100 points annually.

You can utilize the online platform or other tracking method of your choosing to record your weekly activity minutes.

Weight Management Program

50 WINning Wellness Points per program – 50 Points Maximum Annually

Completion of an approved multi-session weight management program will earn you 50 WINning Wellness Points during the year.

Minimum expectations are that the weight management program be provided by a reputable organization with expertise in weight management and that the program have a specific track for assisting with weight loss which lasts 6-12+ weeks in duration.

An example of an accepted program is Weight Watchers, but other local resources and weight management programs are potentially available as options as well.

Nutritional Consultation

50 WINning Wellness Points per consultation – 50 Points Maximum Annually

You are eligible to earn 50 WINning Wellness Points for completing a nutritional consultation during the year. There are multiple ways to earn your nutritional consultation, including but not limited to:

- One-on-one consultation with a Registered Dietician outside of the workplace
- One-on-one consultation provided by WN&J approved Nutritionist in the workplace
- Group consultation/workshop with a Registered Dietician hosted by WN&J

Attend Delicious Demo

25 WINning Wellness Points per session – 100 Points Maximum Annually

Attend a Delicious Demo hosted by the WINning Wellness Specialist. Delicious Demo's are brief demonstrations and samplings of healthy recipes that you can use to improve your daily nutritional habits. Individuals located off-site can reach out to the wellness specialist for recipe details or participate remotely to earn points if they are not able to attend.

Financial Consultation

50 WINning Wellness Points per session – 50 Points Maximum Annually

WN&J continues to believe that focusing on your financial wellness both now and in the future is an important element in achieving optimal wellbeing.

You can earn 50 WINning Wellness Points by completing one of the following activities:

- Meet with your personal Financial Advisor for discussion of your current financial status and creation of a plan related to your short and long term financial goals. Areas discussed in such a meeting include but are not limited to:
 - Retirement and Investment Planning
 - Debt Elimination Programs and Budgeting Programs
 - Life Insurance and Estate Planning
 - Tax Planning

Financial Workshop

50 WINning Wellness Points per session – 50 Points Maximum Annually

WN&J may offer a Financial Workshop for firm members to engage in. The workshop could include one or more sessions which will be more in-depth than a typical Health Education meeting. It will differ from the Financial Consultations in that it will be held in a group setting, but engage each individual using an interactive process.

Further details on the topics of the workshop and specific requirements for participating will be shared in advance of a workshop being offered.

Health Screening

200 WINning Wellness Points for completing – 200 Points Maximum Annually

Completion of onsite biometric screening or submission of your physician screening form will earn you 200 WINning Wellness points for the year.

WINning Wellness points for completing your annual health screening will be added to your total on your behalf. You do need to be enrolled in the 2018 Winning Wellness Annual Incentive Campaign via the online platform to redeem these points.

The points for completing your health screening will be added to your total by the WINning Wellness Specialist.

Covid-19 Vaccination

200 WINning Wellness Points for completing – 200 Points Maximum Annually

200 WINning Wellness points will be awarded after receiving the full vaccination for Covid-19. If for medical, religious or personal reasons you will not be getting the COVID vaccine, there are still a variety of options to reach the maximum points for the program.

Volunteer or Community Event

25 WINning Wellness points per event – 100 Points Maximum Annually

WN&J supports the active involvement of its employees in their community, through participation in various volunteer events or campaigns. Individuals are eligible to earn 25 WINning Wellness for volunteering or participating in a community-based event with a maximum of 100 WINning Wellness points earned annually. Any event that requires a significant level of commitment of your time, energy or fundraising efforts would potentially count for WINning Wellness Points.

Examples of such events include participating in items like United Way's Day of Caring, Volunteer Community Kitchen, coaching a youth education program, etc.

Health & Wellness Coaching Meeting

50 WINning Wellness Points per meeting – 200 Points Maximum Annually

You can earn 50 WINning Wellness Points for a health coaching session that you have with either the WINning Wellness Specialist or an outside expert health coach. You can earn points by participating in health coaching virtually via zoom or over the phone.

Preventative Health Visit

50 WINning Wellness Points per visit – 100 Points Maximum Annually

Completion of voluntary preventive health visits are worth 50 WINning Wellness Points. Example of such visits include:

- Dental Check-Up, Eye Exam, Preventive Health Screening (cancer screenings, etc.)