



2021 Wellness Program Overview

Medical Plan Participants Only

Warner Norcross + Judd strives to promote a dynamic work environment and culture that is energetic, innovative, engaging, and one that also fosters vitality & synergy. Our **WINning Wellness Program** supports this culture by promoting motivation toward healthy lifestyles for the well-being of our team members and their families.

If you are new to the program, we would like to welcome you and congratulate your good decision to join in. Whether you are just starting down the wellness path, or are already committed to a healthy and active lifestyle, our wellness program is a wonderful opportunity to stay on track with your specific health goals and obtain financial rewards along the way!

By participating in the WINning Wellness Program, we hope you will enjoy the additional energy and sense of accomplishment that result from a fit and healthy lifestyle. To reinforce how much we care and how invested we are in your good health, we also provide two key financial rewards tied to the WINning Wellness program.

WINning Wellness – Financial Incentives

By enrolling and meeting the requirements of WINning Wellness program during 2021, you will be eligible to receive **substantial discounts on your bi-weekly health insurance premium for 2022**. The requirements include completing a biometric screening, satisfying health related criteria, and being a non-tobacco user or completing the alternative way to qualify.

You will also be able to participate in wellness programming throughout the year for points that could earn you a gift card prize. Please see the other wellness attachment for information on the WINning Wellness Points Program.

WINning Wellness - Annual Requirements

To be eligible for the WINning Wellness Program's annual incentive related to your medical insurance premium for **2022**, all WN+J employees planning to enroll in the benefits plan must complete the following steps in **2021**:

Step 1 – Complete Biometric Screening

Choose to either participate in the onsite biometric screenings offered during February **OR** have your physician complete and submit the alternative screening form **OR** complete your testing at a lab by **April 30, 2021**.

- You can access the alternative screening form by emailing wellness@wnj.com or contacting HR.

Step 2 – Satisfy Health Related Criteria

You must satisfy **2 of 3** of the following health related criteria based the results of your biometric screening or alternative screening form*:

- BMI less than 27.5 (or reduce your BMI by 1 point based on the previous year’s data if available)
 - Total Cholesterol less than 220
 - Blood pressure less than 140/90 (both numbers)
- If you are a tobacco user will must complete additional steps to earn the premium incentive on your 2022 medical insurance premiums. See the **Guidelines for Reasonable Alternatives** section below for more information.

***If you do not meet 2 out of 3 of the health-related criteria and/or are a tobacco user, you can maintain your eligibility for an insurance premium discount for the following year by completing the “Alternative Eligibility Requirements” listed below.**

**If meeting the required health-related criteria is unreasonably difficult due to medical conditions please refer to the Guidelines for Reasonable Alternatives section for more information.*

Alternative Eligibility Requirements

If you engaged in the program, but did not meet 2 out 3 of the health-related criteria based on the results of your 2021 biometric screening and/or you are a tobacco user, then you can remain eligible for the annual premium discount in 2022 by agreeing to complete the following additional step by 10/31/2021:

- Complete two 20-minute Health Coaching Sessions with the WNJ Wellness Specialist

Each year you will have the opportunity to requalify for the health insurance incentive.

Guidelines for Reasonable Alternatives & Additional Information

Exemption Due To Medical Reason

If you are unable to complete any of the required program elements due to a medical condition, you can contact your wellness specialist at wellness@wnj.com with the specific reason and then receive a Medical Exemption form that will need to be completed by your physician.

Chronic Health Conditions - Blood Pressure & Cholesterol Criteria

If you have been diagnosed with a chronic health condition such as high blood pressure or cholesterol levels, you can still maintain eligibility for those categories if you are managing your condition through a specific treatment program (such as prescribed medications) that is approved by your physician.

To earn an exception based on the treatment of your chronic health condition, you must have your physician complete and submit a Chronic Health Condition form. You can contact your worksite wellness specialist to receive this form.

Tobacco Use

You can still satisfy the health related requirements if you currently use tobacco products by agreeing to participate in a reasonable alternative established by WNJ designed to help you quit or reduce your tobacco use. The reasonable alternative must be completed by 10/31/2021.

Reasonable alternatives for tobacco use include:

- Complete two 20-minute Health Coaching Session with WNJ Wellness Specialist, or
- Provide receipt of purchase of an approved nicotine replacement therapy product

You will be required to provide proof of the selected nicotine replacement therapy product to the WNJ Wellness Specialist by **10/31/2021**.

If you have any questions regarding the details of the WINning Wellness program, please refer to WNJ Wellness Specialist or contact the HR Department for specific assistance.