



2021 Vitality Wellness Program Overview

Metromont is committed to helping you improve your health and supports a culture of wellness. Our Wellness Program for Clerical/Technical and Salaried associates is through Vitality and is available to both you and your spouse if he/she is enrolled in Metromont's medical plan. (Hourly associates are also eligible to participate in Vitality on an elective basis.) Vitality is an active, fully integrated global wellness program designed to engage, encourage, and reward you on your personal pathway to better health. By participating in Vitality, you can earn a lower premium on your health insurance and Vitality Bucks to spend in the online Vitality Mall to purchase items such as fitness devices, iTunes and Amazon gift cards, movie tickets, and so much more.

Getting started is easy – simply go to <https://www.powerofvitality.com> and click on the “Register Today” link. You will need your employee number to create your account. If your spouse is participating, he/she also needs to create their own account but will use your employee number to enroll. *NOTE: If your employee number begins with “0”, you need only to enter the last 4 digits of the number.*

Vitality Points, Your Reward Status, and Vitality Bucks

Vitality rewards your efforts to improve and maintain a healthy lifestyle. When you engage in verifiable health-related activities, you earn Vitality Points. Earning Vitality points isn't limited to just physical activity – there are a wide variety of activities designed to empower you and it's recommended that you engage in as many as you can. Please refer to the “Earning Points and Status” section in this overview.

Your Vitality Reward Status is a great way to track your progress and stay motivated. As you earn Vitality Points, you increase your Reward Status level. You first begin at the Bronze level. As you earn points, you increase your Reward Status to Silver, Gold, then finally Platinum, the highest Reward Status available through the program.

In addition to increasing your Reward Status with Vitality Points, you can use points to earn Vitality Bucks. Each point earned equals one Vitality Buck. Vitality Bucks can be redeemed at the online Vitality Mall located on the Rewards page on the Vitality website. You also receive bonus Vitality Bucks when you increase from one Reward Status to the next.

Vitality Health Review and Vitality Check

The Vitality Health Review is a brief confidential survey in which you are asked about your current health status, activity level, stress level, and nutrition habits. From your answers on the Vitality Health Review, you are assigned a Vitality Age, which is a health risk-related age based on your lifestyle behaviors and clinical measures and is a calculation of your overall health and well-being relative to your actual age. It is intended to inform and motivate you to being active and participating in healthy lifestyle activities.

The Vitality Check is a biometric screening with lab work. There are several ways to complete your Vitality Check:

- Metromont's annual Vitality Check event (if offered at your location). VCs are held at the beginning of each year – look for information on a screening event for your location.
- Visit the Onsite Health Clinic. Have your CHA conducted at the onsite health clinic and upload the information to the Vitality website. *NOTE: spouses may not use this option.*



- Visit your personal physician. Take a Vitality Check Form to your doctor's appointment and upload the information to the Vitality website.
- Visit a Quest Facility. Schedule a free Wellness Screening appointment at a Quest Diagnostic Patient Service Center. Please refer to the "Quest Scheduling Instructions" at the end of this overview for instructions on how to schedule an appointment.

The Vitality Health Review and Vitality Check are voluntary and are just one of the many ways can earn you Vitality Points.

Vitality HealthyFood

The Vitality HealthyFood Program is a partnership program designed to reward you for making healthy choices when purchasing food. Not only will you save money when you make healthy choices at the grocery store, but you can also earn Vitality Points. Click on the HealthyFood link under the "Manage Your Links" section on the Vitality website.

Vitality Squares

Find the Fruit – Win Some Loot! Vitality Squares is a fun and easy way to earn points. You and your spouse (if applicable) can each play up to once a month. The higher your Rewards Status goes, the more squares you get to turn over and the greater chance of winning you have. Vitality Squares is located under the Rewards section of the Vitality website.

Member Incentives

The amount you pay for your medical insurance is linked to your Vitality Reward Status. The higher Reward Status you achieve, the lower premium you pay for your medical insurance. A standard Vitality plan year is January 1st to December 31st. Your Reward Status at the end of each year determines your premium for the following year.

If you are a new Vitality enrollee after 1/1/2019, you have until 12/31/2020 to achieve Gold status. During this time, you automatically receive the Gold Reward Status rate. If you have not achieved Gold status by 12/31/2020, you will pay the premium of the Reward Status you have achieved at that time.

When you achieve Silver status, you earn a \$15 subsidy towards the purchase of a fitness device through the Vitality Mall. Also, your Health Savings Account contribution from Metromont is based on the following achievements:

- \$250 when you achieve Gold
- \$250 when you achieve Platinum

Note: If you are in the Hourly pay group and participating in Vitality on an elective basis, your HSA contribution is earned through compliance with the TargetCare "Right-on-Target" Wellness Program. You also receive your premium incentive when you achieve Platinum Reward Status. Please refer to the Wellness Program Overview for Hourly Associates for more information.



Spousal Engagement

If your spouse is enrolled in Metromont's medical insurance, he/she also participates in Vitality. Both you and your spouse receive points which are combined to earn Vitality Bucks and to achieve a higher Vitality Reward Status.

Reasonable Alternative Standard

If you or your spouse has a health condition that limits or prevents you from participating in physical activity, achieving standard in-range medical recommendations for biometric results, or are pregnant, Vitality can provide a Reasonable Alternative Standard (RAS) as an accommodation. To qualify for the RAS, the impacted individual must complete a Waiver Form and submit it, along with a signed letter from your physician attesting to your condition, to Vitality. Please visit the Waivers and Accommodations page of the Vitality website for more information.

To learn more about the Vitality Program and how to participate in the program to its fullest potential, download the "Guide to Vitality" from the Vitality website under the Learning Center section. You may also view a pre-recorded Vitality webinar located at <http://corleyagency.com/metromont/Wellness.html>.

Questions about the Vitality Program may be directed to the Corporate Benefits Department at (864) 605-5006.



How to earn Vitality Points:

VITALITY ACTIVITIES

The charts below show the Vitality Points™ value of many activities available. Points shown are for an individual member in a program year. An eligible spouse can also earn points jointly for an even quicker increase in Vitality Status®.

POINTS PLANNER

The Points Planner under the Points tab on the Vitality website features tiles with all the categories in which you can earn Vitality Points. Choose the categories in which you are interested. Each houses activities that you can complete and shows how many points are available to you in that category. It's an interactive way to plan your Personal Pathway to better health.

How to achieve Vitality Status:

VITALITY STATUS

Vitality Status is determined by the number of Vitality Points that you and your eligible spouse earn based on the activities in which you partake. There are four Vitality Status levels: Bronze, Silver, Gold and Platinum.

BRONZE	SILVER	GOLD	PLATINUM	
0 pts	2,500 pts	6,000 pts	10,000 pts	1 Adult
	3,500 pts	9,000 pts	15,000 pts	2 Adults

All you need to know about earning Vitality Points and achieving Vitality Status is available in the Guide to Vitality on PowerofVitality.com.

VITALITY REVIEWS

Activity	Points	Frequency
Vitality Health Review™ (VHR)	500	Once per year
VHR bonus: First 90 days	250	Once per year
Mental Well-being Review	75 per review	Three per year
Physical Activity Review	250	Once per year

PHYSICAL ACTIVITY

Activity	Points	Frequency
Self-reported workout	5	Once per day
Light workout	5	Once per day
Standard workout	10	Once per day
Advanced workout	15	Once per day
Sports league	350	Up to category max
Athletic event: level 1	250	Up to category max
Athletic event: level 2	350	Up to category max
Athletic event: level 3	500	Up to category max
Workout milestone bonus	varies	Up to category max

Category maximum: 7,000 points

Max one workout per day. We will award only the highest level workout.

PREVENTION

Activity	Points	Frequency
Health screening*	400	Once per year per screening
Dental check-up	200	Once per year
Flu shot	200	Once per year

* Health screenings include colorectal screenings, mammograms and Pap smears, and are subject to certain requirements.

VITALITY CHECK®

Activity	Points	Frequency
Body Mass Index (BMI)	125	Once per year
Blood pressure	125	Once per year
Cholesterol	125	Once per year
Fasting glucose/HbA1c	125	Once per year
BMI	1000	Once per year
Blood pressure	600	Once per year
Cholesterol*	600	Once per year
Fasting glucose/HbA1c	600	Once per year
Non-tobacco user	725	Once per year

* Total cholesterol or low-density lipoprotein (LDL)

A reasonable alternative standard is available when a member is unable to achieve in-range results.

GOALS

Activity	Points	Frequency
Goals check in	30 maximum	Once per week

CERTIFICATIONS

Activity	Points	Frequency
First Aid Course	125	Once per year
CPR Course	125	Once per year

ONLINE EDUCATION

Activity	Points	Frequency
Interactive tools	75/calculator	Four per year
Online nutrition online courses	300/course	Three per year
ActionSets/Decision Points	50 each	Six per year
Health FYI Webcasts	50/webcast	Twelve per year

VITALITY HEALTHYFOOD®

Activity	Points	Frequency
Purchase qualifying foods	2 per item	Monthly (up to 50 points per month)

VITALITY HEALTHY MIND™

Activity	Points	Frequency
Sleep Well	300 maximum	Once per year
Mindfulness	200 maximum	Once per year

OTHER ACTIVITIES

	Points	Frequency
Vitality Squares™	varies	Once per month
Disease/Lifestyle management	300	Once per quarter
Employer-sponsored activity		
Option 1	35	One per day
Option 2	50	One per day
Option 3	100	One per day
Option 4	150	One per day
Option 5	200	One per day
Option 6	250	One per day
Option 7	350	One per day
Option 8	500	One per day

Vitality is committed to helping members achieve their healthiest lives, and offers rewards to all members who participate in our wellness program. If for any reason, a member is unable to meet an outcome or health-contingent activity standard or its reasonable alternative under Vitality, a medical waiver is available.



Quest Appointment Scheduling Instructions

The following instructions will help you schedule your free Wellness Screening appointment at a Quest Diagnostic Patient Service Center.

1. Visit <https://my.questforhealth.com/Home/Login>.
2. In the Create Account section, enter “WellnessIQ2021” in the Registration Key section and click the Register Now button.

The screenshot shows two side-by-side panels. The left panel is titled 'Log In' and contains fields for 'Username *' and 'Password *', a 'Log In >' button, and a link for 'Forgot your [username](#) or [password](#)?'. The right panel is titled 'Create Account' and has a green background. It contains a 'Registration Key *' field with a green underline, a 'Required' label, and the text 'Located in a communication from your company'. Below this is a 'Register Now >' button, which is highlighted by a red arrow.

3. On the Confirm Your Eligibility page:
 - a. Unique ID – this is your Vitality Member ID number. For yourself, add 00 after this number; your spouse will add 01.
 - b. Birth Date
 - c. Select your Relationship Status.

NOTE: To locate your Vitality Unique ID, go to the Vitality website at www.powerofvitality.com and click on the Settings link under My Account.

The screenshot shows a progress bar at the top with three steps: 1 Confirm Your Eligibility (active), 2 Create Account, and 3 Enter Your Information. The main content area is titled 'Confirm Your Eligibility' and includes the following text: 'Employees: Please enter your Vitality Member ID + 00 Spouses: Please enter your Vitality Member ID + 01'. Below this are three input fields: 'Unique ID *', 'Birth Date *' (with a calendar icon and 'Example: 01/25/1980'), and 'Relation *'. The 'Relation *' dropdown menu is currently set to 'Employee'. At the bottom left is a green 'Continue >' button.



4. Create a User Name and Password and check the “I Accept” box. Click Continue.
5. On the Enter Your Information, verify your information is correct or make any necessary corrections. Click Save.

Confirm Your Eligibility Create Account **3** Enter Your Information

Enter Your Information

First Name Last Name

Birth Date Gender * Phone *
Example: 01/25/1980 Female Required

Email Address *

Mailing Address

Address Line 1 * Address Line 2

Country * City * State * Postal Code *
United States Greer SC - South Carolina 29650

Communication Preferences

I would like to receive appointment reminders from Quest Diagnostics Health & Wellness.

Save > Cancel

6. You are now registered and have an account with the Quest Appointment Scheduler. On your dashboard page, click “Schedule a Screening” to schedule an appointment.

Wellness Screening

To get started, select an appointment method below.

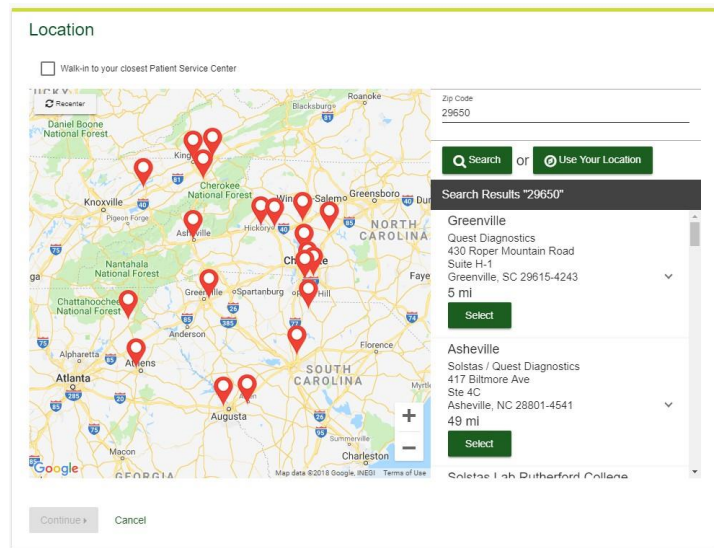
Patient Service Center w Cotinine

Schedule a screening at a nearby Quest Diagnostics location.

Schedule a Screening >



7. On the Schedule Screening page, enter the zip code to locate a testing facility in your area. You may also choose to walk-in without an appointment. Click Continue.





8. On the Schedule Screening page, select a Date & Time for your screening (if applicable) and click Continue.

Location

Quest Diagnostics
Greenville
430 Roper Mountain Road
Suite H-1
Greenville, SC 29615-4243

[Change](#)

Date & Time

Choose a date *
12/28/2018 Select the calendar to see other appointment dates available.
Example: 01/25/1980

Choose a time *
1:45 PM

[Continue](#) [Back](#)

Review & Confirm



9. On the Confirmation page, print the Order Requisition Form to take to your appointment. *IMPORTANT: You must take this form to your appointment – Quest will not be able to perform your assessment without your Appointment Form.*

<p>Patient Service Center w Coutine</p> <p>Quest Diagnostics Greenville 430 Roper Mountain Road Suite H-1 Greenville, SC 29615-4243</p> <p>Friday, Dec 28, 2018 1:45 PM</p> <p>More Location Information</p> <p>Note: The Patient Service Center at Grove Road is now closed. Please visit us at the new Roper Mountain location... To the right of Roper Mtn Science Center.</p> <p>Print Order Requisition</p> <p>Back to Dashboard</p>	<p>Prepare For Your Appointment</p> <table><tr><td> Drink plenty of water prior to your appointment</td><td> Continue to take all medications as prescribed by your healthcare provider</td><td> Do not eat or drink anything, except water, for 9-12 hours prior to the blood test</td></tr></table> <p>For questions, contact the Health & Wellness Service Center: 855.623.9355</p>	 Drink plenty of water prior to your appointment	 Continue to take all medications as prescribed by your healthcare provider	 Do not eat or drink anything, except water, for 9-12 hours prior to the blood test
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For questions on scheduling an appointment, please contact the Quest Health & Wellness Service Center at 1-855-623-9355. For all other questions, please contact the Benefits Department at (864) 605-5006.