



WELLNESS PROGRAM



At Commonwealth, our people are our greatest asset. Our goal is to provide a safe working environment that fosters the empowerment and growth of great employees. To accomplish this, we will do everything possible to help our employees maintain a healthy lifestyle both inside and outside of the workplace.

This wellness program was designed to promote healthy habits and mindful living for Commonwealth Electric employees. By completing different wellness-related activities or tasks, you can earn points and get rewards just for staying healthy! We will be using the **MediKeeper Wellness Portal** to track progress, which can be accessed online at CECM.medikeeper.com or through the Alaveda mobile app. You can download the app by scanning the QR codes to the right or continue to access the portal using the website link above.



This program operates on a points-based system which would be tracked in a tiered wellness system. Points are tracked during 6-month periods: **January 1 to June 30, and July 1 to December 31**. Below you can see the outline of rewards offered based on points earned during this measurement period.

Points Tier	Reward Option
Tier 1 – 200 to 299 Points	<ul style="list-style-type: none"> \$50 to the CECM Store; OR 2 Hours of Paid Time Off
Tier 2 – 300 to 399 Points	<ul style="list-style-type: none"> Tier 1 Reward; AND Employer HSA Contribution (\$100 for single coverage; \$200 for other tiers of coverage); OR 4 Hours of Paid Time Off
Tier 3 – 400+ Points	<ul style="list-style-type: none"> Tier 1 and 2 Rewards; AND Medical Insurance Discount <ul style="list-style-type: none"> Option 1 (PPO) Single Coverage - \$10.84 off per week Option 2 (HDHP) Single Coverage - \$10.84 off per week (makes this free medical); AND \$9.16 weekly Employer HSA Contribution All other coverage levels - \$20 off per week; OR \$100 Gift Card (Choose from available options)

Wellness Representatives

We have wellness program representatives from many of our locations and departments. These individuals are your go-to source for all questions regarding the wellness program.

- ▶ Sonya Delgado
- ▶ Steve Ercius
- ▶ Melanie Hamner
- ▶ Nick Hansen
- ▶ Kylie Eitzmann
- ▶ Michelle Kaldenberg
- ▶ Jennifer Olson
- ▶ Brianna Ouedraogo
- ▶ Lindsay Selig
- ▶ Dave Smith

Points are awarded in the system in one of four ways:



Company – These points are awarded by the company for participation in a scheduled event or team activity.



Signature – These points require you to confirm you completed an activity by electronically signing within the system or app.



Automatic – These points are automatically awarded in the system when you complete the activity.



Documentation – These points require documentation to be submitted in the system. Documentation can/may include a signed form, an explanation of benefits, a note on letterhead, race results, etc.



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ACTIVITY	POINTS	MAXIMUM POINTS PER PERIOD	DOCUMENTATION REQUIRED
Participation in Wellness Webinar	25	50	
Successfully Complete Wellness Challenge	50	100	
Participate in Company Wellness Activity (Virtual or In-Person)	25	50	
Complete an Initial Health Risk Assessment	25	25	
30-Minute Workout; Personal Training Appointment; Fitness Class/Activity	5	405	Must be signed on the same day workout is completed
Daily Stretching Activity	3	240	Must be signed on the same day workout is completed
10,000 Steps in a Day	5	405	
Watch Approved Wellness Video/Listen to Approved Podcast	10	80	
Participate in MediKeeper Social Circle	3	81	
*Preventative Health Visit	25	150	
*Obtain Immunization (i.e., flu, Tdap, shingles, etc.)	25	100	
*Dental Teeth Cleaning	25	25	
*Visit with a Mental Health Professional	50	300	
*Financial Advisor Meeting	25	25	
*Vision Screening	25	25	
No Tobacco Use/Completion of External Tobacco Cessation Program	25	25	
*Completion of CPR Certification or Class	25	25	
*Donate Blood at Local Blood Bank	25	75	
Volunteer Activity (min. 1 hour)	25	100	
Complete a Registered 5k Run/Walk	50	100	
Complete a Registered Half Marathon	150	150	
Complete a Registered Full Marathon	300	300	

* Documentation will be reviewed monthly within the portal by a third-party, HIPAA-certified wellness consultant. All documentation required will be basic info: date, name of provider, address, and provider signature. Personal health information is not required.

Documentation must be submitted in the period in which it was obtained/completed.