



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

## 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
- ▶ Kylie Eitzmann
- ▶ Jennifer Olson
- ▶ Brianna Ouedraogo
- ▶ Lindsay Selig
- ▶ Dave Smith
- ▶ Michelle Spence

## 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.