

Wellness Program

Over the past couple of months, Vermeer Great Plains has been engaged in the advancement of our wellness program and offerings for our company employees. Healthy staff, happy clients and cost savings are a winning proposition for all. To encourage personal health and well-being as a priority, Vermeer will offer employees and their spouses the opportunity to qualify for the following reductions in their medical premiums as a wellness premium incentive in 2025.

DEADLINES:

- To qualify for the Wellness Premium Incentive for the **2025** plan year, you/your spouse must complete Steps 1, 2, and 3 by October 31, 2024.
- Employees who choose to participate in the wellness program will receive the wellness premium incentive in 2025. Although you and your spouses are not required to participate, only those who do so will receive the wellness premium incentive.

Step 1

Learn about your current health by undergoing a preventive health exam with an in-network health care professional of choice. The biometric form will be provided for you to take to the exam, which must be scanned and uploaded OR manually entered to your Vitality website by October 31, 2024.

- Sign into www.powerofvitality.com
- Click "Prevention" Under Activities
- Click Submit results.

Tip: When scheduling be sure to mention this is a preventive exam

Step 2

Complete the Health Assessment on Vitality by October 31, 2024.

There are two ways to complete the HA, online at www.powerofvitality.com or on the mobile app which mirrors the website, navigation is the same.

- Sign into www.powerofvitality.com
- Click the Assessment link under Activities
- Complete the Health Assessment

Step 3

Earn 6,000 points on Vitality app or website. This can be done in several ways, see additional sheet for more details. All 6,000 points must be earned by October 31, 2024, to earn Wellness Premium Incentive. *Please note completion of biometrics and your Health Assessment will also gain you points.

Note: If you are unable to participate in the wellness program or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Human Resources.

Wellness Timeline

Vitality Registration



Register at www.powerofvitality.com

Biometric Screening



Complete your preventative exam documentation and submit by **October 31, 2024**

Health Assessments



Complete on Vitality by **October 31, 2024**

Earn 6,000 Points



Complete activities, videos, screenings, etc. to earn 6,000 points on Vitality by **October 31, 2024**

Note: If you are unable to participate in the wellness program or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Human Resources.

Vitality

How to earn points:

Standard Activities

The charts below show the points value of the many activities available. Standard activities fall within three categories: Assessments, Prevention, and Wellbeing. Points shown are for an individual member in a program year. An eligible spouse can also earn points towards their own status level.

Personalized Activities

Personalized activities will be available to members and are only recommended based on the clinical cohort defined for the activity.

Custom Activities

Custom client activities can be added to an existing standard category, or a new category can be created.

Assessments

Understanding the member's health risks and needs

| Activity | Points per activity |
|------------------------------------------|---------------------|
| Onboarding assessment | 75 |
| Health assessment | 500 |
| Health assessment early completion bonus | 250 |
| Physical activity assessment | 75 |
| Mental wellbeing assessment | 75 |
| Financial wellbeing assessment | 75 |
| Muscle and joint health assessment | 75 |
| Healthy eating assessment | 75 |
| Your financial wellbeing score | 75 |

Prevention

Primary & secondary clinical prevention activities to reduce/ freeze health risk

| Activity | Points per activity |
|------------------------|---------------------|
| Flu shot | 200 |
| COVID vaccine | 200 |
| Tetanus shot | 200 |
| Dental cleaning | 400 |
| Cancer screenings | 400 |
| Biometric screening* | 125 per measure |
| BMI outcome | 1,000 |
| Blood pressure outcome | 600 |
| Cholesterol outcome | 600 |
| Glucose outcome | 600 |
| Tobacco use outcome | 725 |

*excludes cotinine screening

How to achieve status:

Status

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

| BRONZE | SILVER | GOLD | PLATINUM |
|--------|-----------|-----------|------------|
| 0 pts | 2,500 pts | 6,000 pts | 10,000 pts |

Wellbeing

Activities to engage members which includes recommended focus areas and goals

| Activity | Points per activity |
|--------------------------------|---------------------|
| Articles | 10 |
| Goals | Up to 15 per day |
| Videos | 10 |
| Habit trackers | 25 |
| Questionnaires | 25 |
| Self-reported workout | 5 per day |
| Light workout | 5 per day |
| Gym workout | 10 per day |
| Standard workout | 10 per day |
| Advanced workout | 15 per day |
| Athletic event & sports league | 50 |

Category maximum: 10,000 points
Max one workout per day.
We will award only the highest-level workout.

Assessments



★ INDIVIDUAL MAXIMUMS APPLY

Prevention



★ INDIVIDUAL MAXIMUMS APPLY

Wellbeing



★ 10,000 POINTS

Purpose: Understanding the member's health risks & needs
Available for: All members

Purpose: Primary & secondary clinical prevention activities to reduce/ freeze health risk
Available for: Those who meet the clinical criteria e.g., age, sex-at-birth, clinical condition etc.

Purpose: Activities to engage members
Available for: All members, but focus areas & goals are recommended and sorted based on member risk and preferences.

Health assessment: 500 pts

Micro assessments: 75 pts each

- Onboarding assessment
- Micro assessments:
 - Physical activity
 - Healthy eating
 - Mental wellbeing
 - Financial wellbeing
 - Muscle & joint health
 - Financial wellbeing score

Vaccinations 200 pts

Cancer screenings 400 pts

Biometric screenings* 125 pts each

Outcomes 1,000 pts

BMI 600 pts

Blood pressure 600 pts

Cholesterol 600 pts

Glucose

Articles/videos 10 pts

Questionnaire 25 pts

Tools & logs 25 pts

Goals 5 pts

Physical Activity 5 pts
Self-reported workout

Light workout 5 pts

Standard workout 10 pts

Advanced workout 15 pts

Advanced workout 50 pts

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