

## 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 2026.

### **DEADLINES:**

- To qualify for the Wellness Premium Incentive for the **2026** plan year, you/your spouse must complete Steps 1, 2, and 3 (*Step 3 is employee only*) by October 31, 2026.
- Employees/ Employee Spouse who choose to participate in the wellness program will receive the wellness premium incentive in 2027. Although you and your spouses are not required to participate, only those who do so will receive the wellness premium incentive.

### **Step 1** (employee and spouse)

Learn about your current health by undergoing a preventive health exam or biometric screening with an in-network health care professional of choice. Annual exams must be completed between November 1<sup>st</sup>, 2025 – October 31<sup>st</sup>, 2026. The 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, 2026.

- Sign into [www.powerofvitality.com](http://www.powerofvitality.com)
- Click "Prevention" Under Activities
- Click either Biometric Screening or Exam
- Click Submit results.

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

### **Step 2** (employee and spouse)

Complete the Health Assessment on Vitality by October 31, 2026.

There are two ways to complete the HA, online at [www.powerofvitality.com](http://www.powerofvitality.com) or on the mobile app which mirrors the website, navigation is the same.

- Sign into [www.powerofvitality.com](http://www.powerofvitality.com)
- Click the Assessment link under Activities
- Complete the Health Assessment

### **Step 3** (employee only)

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, 2026, 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](http://www.powerofvitality.com)

### Annual Exam or Biometric Screening *(employee and spouse)*



Complete your preventative exam or biometric screening and submit documentation by **October 31, 2026**

### Health Assessments *(employee and spouse)*



Complete on Vitality by **October 31, 2026**

### Earn 6,000 Points *(employee only)*



Complete activities, videos, screenings, etc. to earn 6,000 points on Vitality by **October 31, 2026**

**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 are 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 5 pts

Light workout 10 pts

Standard workout 15 pts

Advanced workout 50 pts

**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.