



Wellness Rewards and Gain-sharing Programs 2018-19 Overview

The VirginPulse Wellness Reward Program is a web-based program. It offers digital tools to support and reward individuals who pursue healthy lifestyle choices.

The program offers employees and their qualifying¹ spouse or Other Eligible Individual (OEI):

- **a free activity-tracking device** (a \$30 value – employee and spouse/OEI will each receive one);
- access to a personalized tracking website;
- access to challenges, contests, tools and tips; and
- **annual financial rewards** of up to \$400 per employee and \$200 per spouse / OEI.

Points (known as PulsePoints) are earned for a variety of health-related activities, such as drinking water, exercising, logging nutrition intake, tracking sleeping and managing stress. Points are also earned for logging in every day and for completing once a year activities, such as the online Health Risk Assessment and getting an annual physical.

As Points accumulate, rewards (also known as PulseCash) are earned quarterly as outlined in the table below. The point values are reset to zero at the beginning of each quarter, and individuals begin accumulating PulsePoints once again to earn their rewards.

Reward Levels	Level 1	Level 2	Level 3	Level 4	Total Potential Rewards Per Quarter
PulsePoint Range	0 – 1,500	1,501 – 5,000	5,001 – 12,000	12,000 – 20,000	
Employee Rewards	\$10	\$20	\$30	\$40	\$100
Spouse/OEI Rewards	\$5	\$10	\$15	\$20	\$50

Examples:

- An employee who earns 4,500 Points in a quarter will earn \$10 for getting to Level 1 *plus* \$20 for Level 2 for a total of \$30 for the quarter.
- An employee who earn 12,000 Points in a quarter will earn \$100 as he/she earned all four reward levels in the quarter (\$10 + \$20 + \$30 + \$40 = \$100).
- A spouse/OEI rewards are half of the employee.

Rewards are redeemable through the VirginPulse system as gift cards or as a direct deposit into a bank or credit union account. Wellness rewards earned by the employee and/or spouse/OEI will be added to the employee’s income and taxed, as reported on the employee’s pay statement and annual W-2.

Gain-sharing Program

Employees who are enrolled in CMU’s Blue Cross Blue Shield plan the entire fiscal (July 1 – June 30) must also accumulate a total of 36,000 points (PulsePoints) in the VirginPulse system during the fiscal year to be eligible for gain-sharing in 2018-19. All other gain-sharing rules will remain the same as the previous year, and the gain-sharing payment will remain uncapped.

¹ Spouses and university-registered Other Eligible Individuals must be enrolled in the Blue Cross Blue Shield medical plan to qualify for the Wellness Rewards program. Employees are not required to be enrolled in the health plans to qualify for the Wellness Rewards program, however, they must be enrolled in the Blue Cross Blue Shield program to be eligible for gain-sharing.