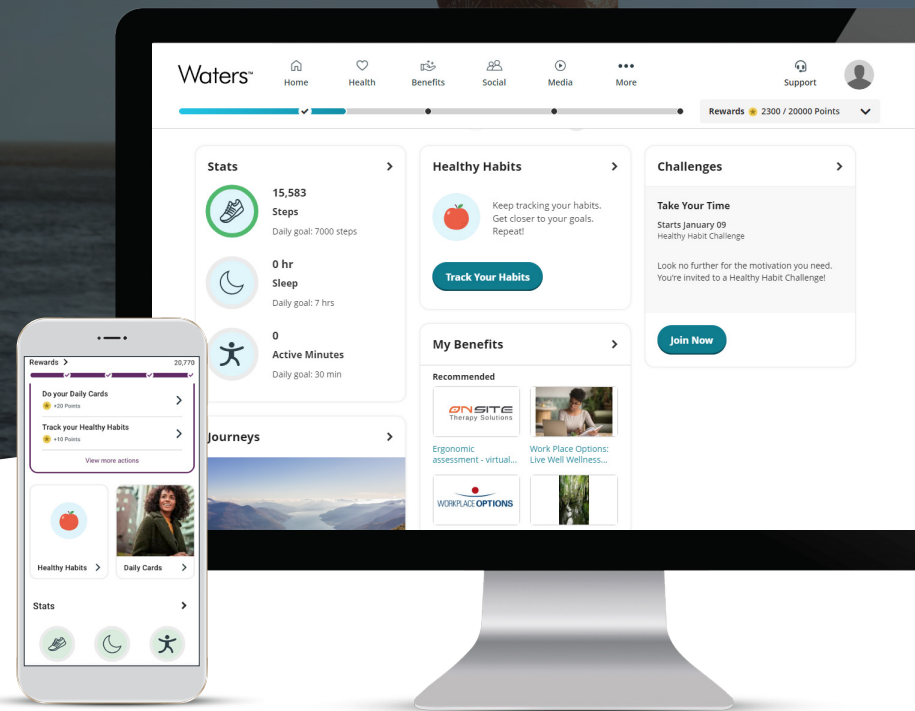


Virgin Pulse User Guide



Small steps lead to big changes. We'll help you make small, everyday changes to your wellbeing that are focused on the areas you want to improve the most. With daily engagement, you'll build healthy habits, have fun with coworkers and experience the lifelong rewards of better health and wellbeing. And oh ya , earn points which count toward credit rewards each quarter!

Sign up or sign in at WatersWellnessNow.com

Waters™





Table of Contents

1. Who is eligible to participate and what's in it for me?
2. How to get started
3. Connecting a fitness tracker
4. Health Check Health Assessment
5. Tracking your steps
6. Setting your interests
7. How to invite coworkers, friends and family to join
8. Learn about Virgin Pulse programs
9. Building daily healthy habits
10. Challenges
11. Benefits page other Waters programs and services
12. Earning opportunities: How can I use my credits?
13. Tips and Member Services support

Who can participate?

All US employees regardless if enrolled in a Waters medical plan or not, PLUS spouses/partners **that are enrolled** in one of Waters medical plans, can participate and earn up to \$300 Pulse Cash annually. All US employees and spouses/partners **enrolled** in one of the two Deductible Health Plans can earn additional company contributions to their HSA/HRA account by completing three required actions by **June 30, 2024** (Health Check Health Assessment, Biometric Screening, and Annual Physical/Well check-up). If you are a US employee and **are not enrolled** in a medical plan you are also eligible to earn \$300 Pulse Cash annually, but your spouse/partner is not eligible to participate and earn rewards.

Waters Wellness Now 2024 Program Year: January 1 - December 31, 2024

What you can earn each quarter in Pulse Cash:

| | Level 1 > | Level 2 > | Level 3 > | Level 4 |
|------------|-----------|-----------|-----------|---------|
| Points | 1,000 | 5,000 | 12,000 | 20,000 |
| Pulse Cash | \$5 | \$10 | \$20 | \$40 |

How to use Pulse Cash:

Get one of our many gift card options, donate to a charity of your choice, or redeem Pulse Cash in the Virgin Pulse Store for tracking devices, workout and phone accessories, fitness equipment and more!



Get a gift card.



Visit the store.

What's in it for me?

- Enjoy a personalized wellbeing experience to help you get and stay healthy.
- Employees plus eligible Spouses/Partners can earn up to \$75 Pulse Cash per quarter (\$300 Pulse Cash per year) for completing daily activities!
- Enrolled in one of the two Deductible Health Plans with an HSA/HRA account? Complete the three required actions by **June 30, 2024** and earn an additional \$400 towards your HSA/HRA.
 - Complete the Health Check Health Assessment by selecting **Health > Surveys**
 - Complete your Annual Physical by selecting **Benefits > Annual Physical**
 - Complete your Biometric Screening by selecting **Benefits > Biometric Screening**
- Donate your Pulse Cash or redeem it for a gift card or merchandise in the Virgin Pulse Store.
- The more you earn, the more rewards you will receive.

**Lookback date for annual physical and biometric screening: July 1, 2023*

How to get started

Step 1

Sign up for your Virgin Pulse account or sign in at WatersWellnessNow.com.

Step 2

Accept the terms and conditions, and choose your email preferences to get the latest tips and information.

Step 3

Connect a **fitness tracker** to get credit for your steps, active minutes and sleep. We sync with many devices and apps. (Max Buzz, Apple Watch, Fitbit, etc.)

Step 4

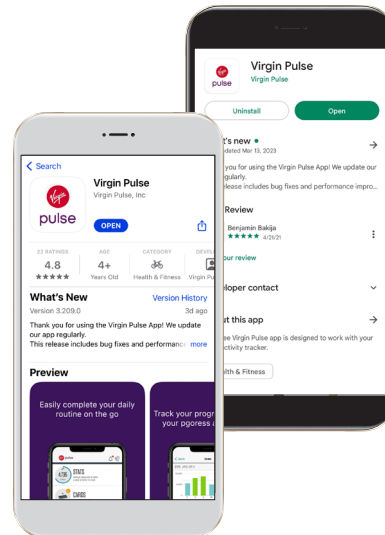
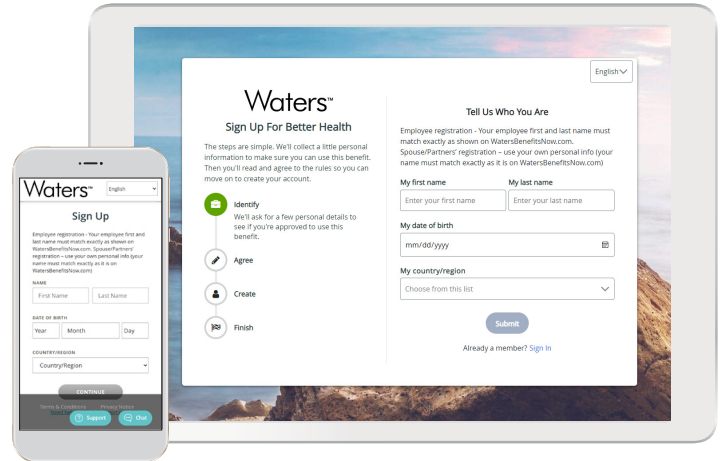
Upload a **profile picture** and add some **friends**.

Step 5

Set your **interests** to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!

Step 6

Download the **Virgin Pulse mobile app** for iOS or Android. Access your account and track your activity anywhere, anytime.





Connect a fitness tracker

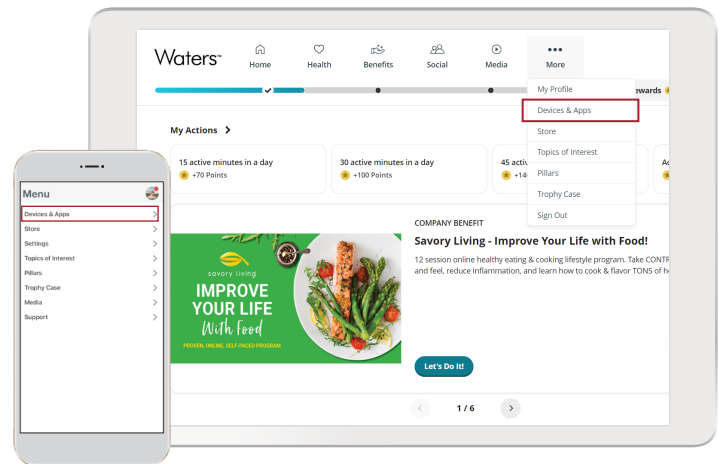
Keep track of how well you're doing by using a fitness tracker or your mobile phone. Then challenge yourself to take it up a notch!

Don't have a device?

You can order a fitness tracker in the **Virgin Pulse store** or connect to one of our free, compatible devices and apps to track your daily steps. Check out your options by going to the **Devices & Apps** section.

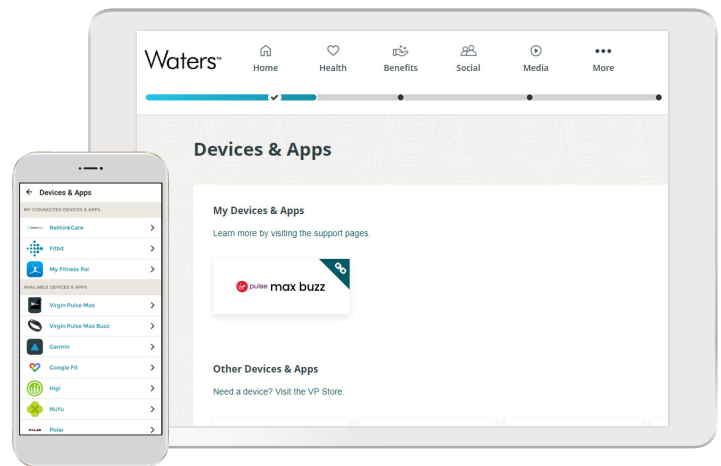
Step 1

Go to **Devices & Apps** in the menu.
(**Profile > Devices & Apps** on the mobile app)



Step 2

Choose the device you'd like to connect.



Step 3

Follow a few simple steps. You'll see instructions right on your screen.



See a clear picture of your health

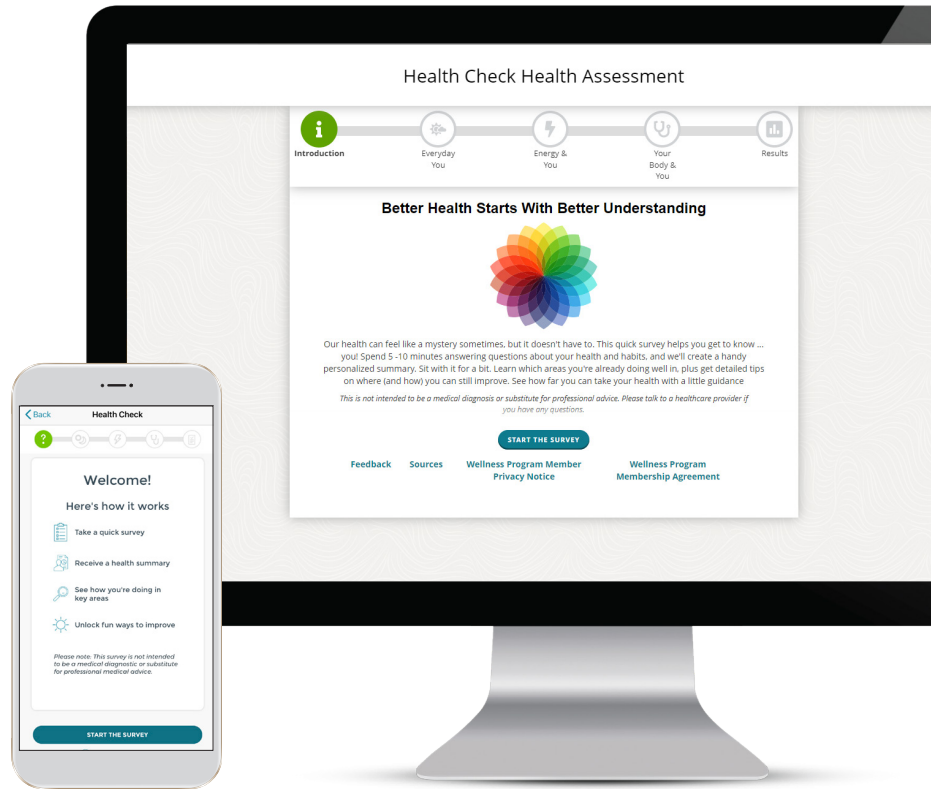
The best place to start is by taking the Health Check health assessment. This short, confidential survey assesses your health across seven factors, from mental health to fitness. You'll receive a personalized report and recommended actions you can take to start improving your wellbeing. Plus, you'll earn lots of points to help you earn incentive company contributions.

Step 1

Go to **Health** in the menu then choose **Health Check**.

Step 2

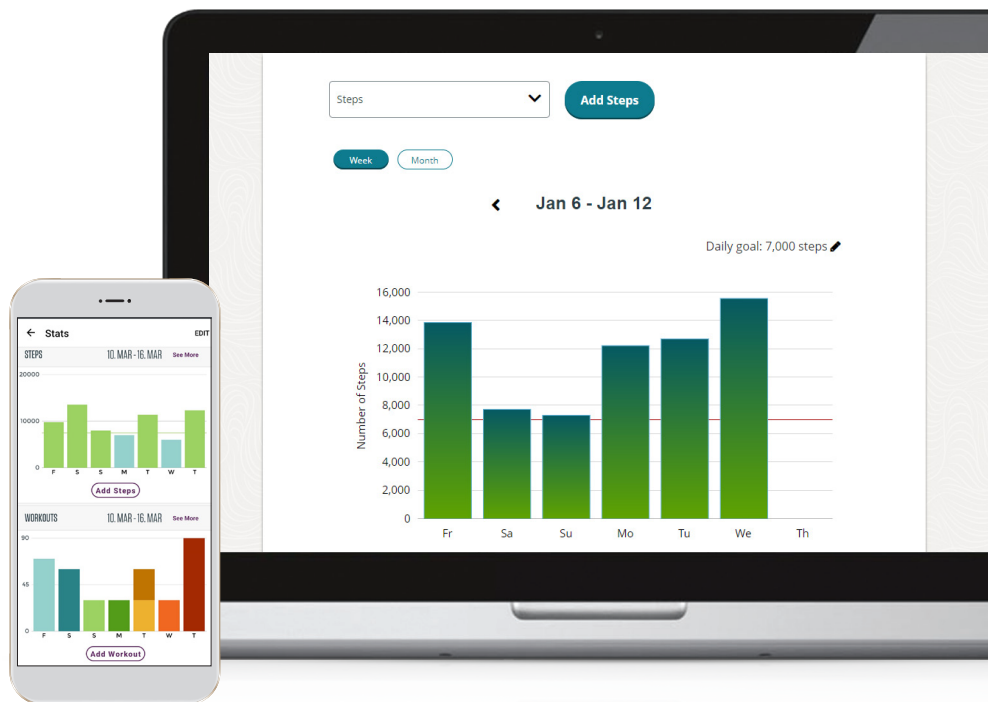
Take the Health Check and get a clear snapshot of your health.





Start stepping

Start getting active and tracking your steps, calories consumed, workouts and sleep data. Look for small improvements over time and celebrate your accomplishments.





Set your interests

Choose to work on the areas that matter the most to you, whether it's your eating habits, sleep, physical activity, relationships, finances or something else.

Step 1

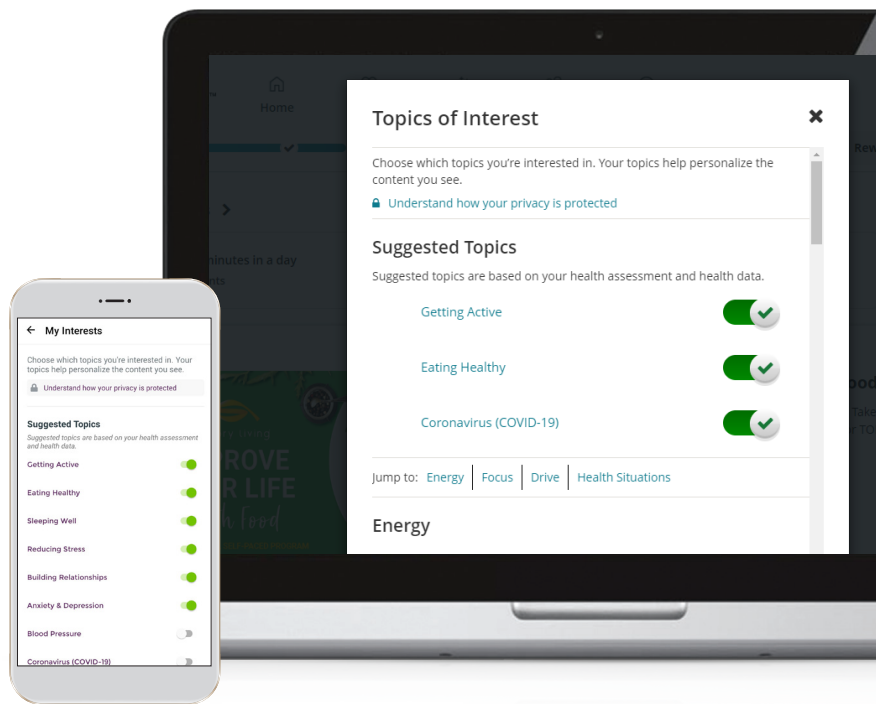
Go to **Topics of Interest** in the menu.
(**Profile > Topics of Interest** on the mobile app)

Step 2

Choose the areas that interest you the most.

Step 3

Now you'll get tips and information —just about your interests!



Add coworkers, friends and family

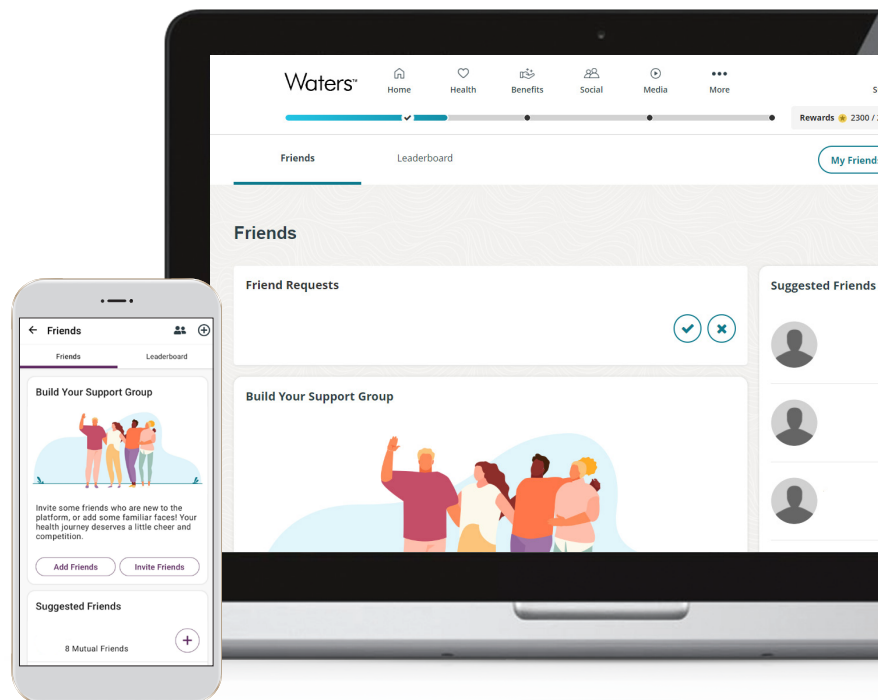
Add your work friends so you can encourage and motivate one another. You can also invite up to 10 friends and family members outside of work!

Step 1

Go to **Social** on the top navigation bar and then choose **Friends**.

Step 2

Click on **Add Friends** and choose from **Suggested Friends**, **Find by Name** or **Friends Outside your Company**.



Add an eligible spouse or domestic partner.

Your eligible spouse or domestic partner can join the program with an account similar to yours! First, they'll get an email to sign up. Once an account has been created, you can connect with your spouse or domestic partner by choosing **Add Friends**.



Get quick, simple tips

Learn easy-to-do, daily tips to help you get more active, eat well, manage life's ups and downs—and much more.

Pillars

Get straight to the information that matters to you the most. Pillars make it easy to find content that is important to you and provide quick access to many helpful tools and resources.

Nutrition Guide

Choose what you'd like to work on, like cutting out sweets or portion control. Then get tips to help you achieve your goals.

Health Check

This short, confidential survey assesses your health across seven factors, from mental health to fitness. You'll receive a personalized report and recommended actions you can take to start improving your wellbeing.

Sleep Guide

What's your sleep like? Decide what you need to work on, like getting to bed earlier or quieting down. Then get information to help you rest.

Daily Cards

Every day we'll send you two new tips to help you live well. Plus, we'll make sure they're about the areas that interest you the most.

Groups

Getting healthier and learning something new is easier with friends. Join a group to stay motivated, chat with others and achieve goals together.

Recipes

Get ideas for healthy meals, build a shopping list and make a weekly meal plan. Healthy eating is easier when you have the help of an app!

Healthy Habit Tracker

Health Habits offer you bite-size ways to build a healthy routine and improve your wellbeing. Over time, these small steps add up to big changes that'll make you successful.

Journeys[®]

Want to exercise more? Better manage a health issue? Now you can use our digital coaching tool, Journeys, to make simple changes to your health, one small step at a time.

RethinkCare

RethinkCare is available as part of the Waters Wellness Now program. You have access to audio exercises to train your brain and help you focus on mindfulness and resiliency, including:

- Boost Physical Health
- Be Happier
- Take One-Minute Breaks
- Focus and Grow
- Thrive at Work
- ...and many more!

Phone Coaching

Talk to a professional clinician and coach over the phone to get one-on-one support, expert guidance and help navigating your healthcare questions.



Build daily healthy habits

Healthy Habits offer you bite-size ways to build a healthy routine and improve your wellbeing. Over time, these small steps add up to big changes that'll make you successful.

Step 1

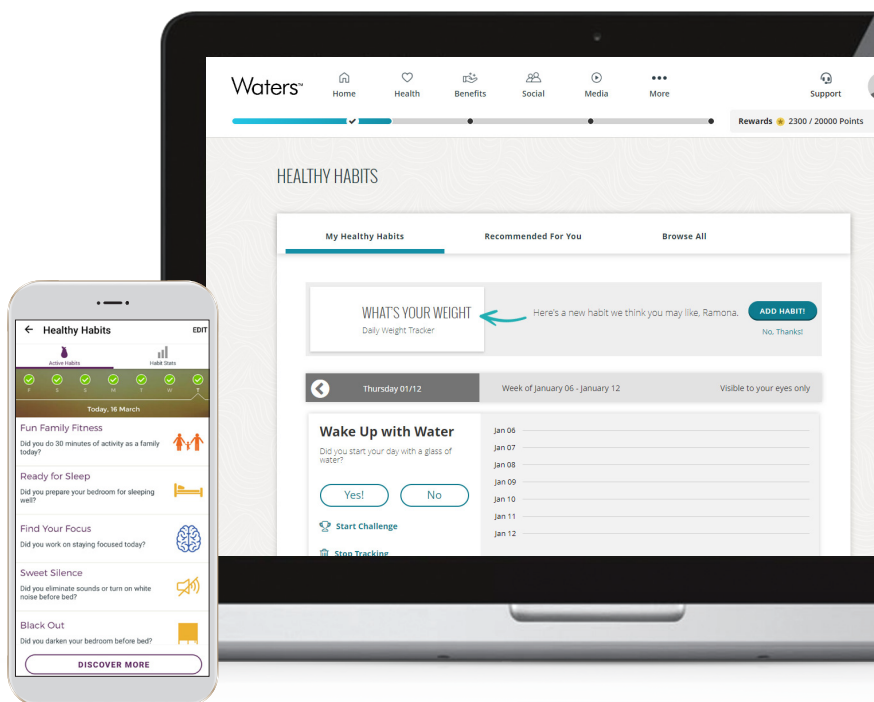
Choose a Healthy Habit you'd like to work on.

Step 2

Work on it, little by little, every day.

Step 3

Experience the rewards of better health and wellbeing!





Engage in some healthy competition

Rally your coworkers for the latest company step challenge! Or gather a small group of coworkers or friends, and challenge one another to start a new Healthy Habit.

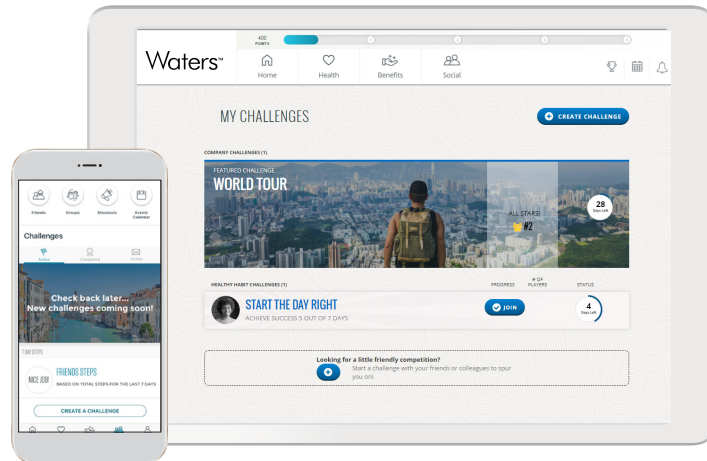
Company challenges

Stay tuned for company-wide challenges where you can go head-to-head with friends and rivals across your organization. Post comments to cheer each other on.



Healthy Habit Challenges

Challenge your coworkers and friends to track a Healthy Habit for 5 out of 7 days. Use the chat feature to share your strategy for achieving the Healthy Habit each day.



Personal Step Challenges

Challenge your coworkers and friends to a step-off. You choose the type (1 day, weekday or weekend) and then invite your coworkers and friends. Use the chat feature to share your strategy and motivation.

Benefits page; Discover company benefits from Waters



Savory Living: Improve Your Life With Food!

Savory Living is an online anti-inflammatory eating and cooking lifestyle program. Use food as medicine, discover how to eat right for you, create new habits, and learn how to easily cook and flavor tons of healthy foods!



Nutrition Guide

Got a sweet tooth? Eat whatever's easy? Tell us your nutrition style, and get personalized tips and ways to chart your healthy eating progress (all in one place!). Plus, connect with MyFitnessPal for easy food tracking and extra rewards.



Virgin Pulse Sleep Guide

Sleep better than ever! Pick a sleep profile, get customized tips, and see all your sleep data in one place. This guide is full of rewards—the more you track and sleep, the more you earn.



RethinkCare

RethinkCare is available as part of the Waters Wellness Now program. You have access to audio exercises to train your brain and help you focus on mindfulness and resiliency, including:

- Boost Physical Health
- Be Happier
- Take One-Minute Breaks
- Focus and Grow
- Thrive at Work
- ...and many more!



Coaching

If you could improve anything about your life or health, what would it be? Coaching allows you to choose from an array of topics - what is most important to you.

Earning Opportunities

Highlighted ways to earn points:

Completing a coaching appointment, participating in challenges, and having an annual preventative screening are worth big points. But there are many more ways to be engaged and earn points daily, all year long. Look for **How to Earn** under the **Rewards** tab for a complete list.

| | Do healthy things | Earn points |
|------------------------|---|-------------|
| Getting started | First login to mobile app | 250 |
| | Health Check Health Assessment | 1,000 |
| | Complete your Biometric Screening | 500 |
| | Set your interests (quarterly) | 100 |
| Daily | Upload steps from your activity tracker (per 1,000 steps) | 10 |
| | Do your Daily Cards (2 per day) | 20 |
| | Track your Healthy Habits (3 per day) | 10 |
| | Track sleep nightly | 20 |
| | Sleep > 7 hours in a night | 50 |
| | Complete a RethinkCare session | 20 |
| Monthly | Win the promoted Healthy Habit Challenge | 200 |
| | Complete 20 Daily Cards in a month | 200 |
| | Track Healthy Habits 20 days in a month | 300 |
| | Track sleep 10 days in a month | 100 |
| | 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes | 400 |
| | Take validated measurements | 500 |
| Quarterly | Join the company challenge | 100 |
| | Choose your eating type | 250 |
| | Choose your sleep profile | 250 |
| | Complete an entire Journey (3x per quarter) | 250 |
| Yearly | Set a wellbeing goal | 200 |
| | Invite a colleague to join | 50 |



Do
Healthy Things



Earn
Points



Celebrate
Success

Tips:

- Engage with the **personalized** website and mobile app.
- Establish your **interests** and get started on a **Journey**.
- Utilize **certified coaches** to help you with your wellbeing goals.
- Track your **fitness activity**.
- Learn from the available **health and wellness resources**.
- Check out the new **Health Check health assessment**.
- Track **Healthy Habits**.
- Join or start a **wellbeing social group** on a topic that interests you.
- **Invite friends & family** (even non-employees) to be a part of your support network and join in on **personal challenges**.
- Shop for health and wellbeing products in the **Virgin Pulse store**.
- **Earn incentives** with frequent engagement on the platform.
- Who doesn't love celebrating with a **trophy**? Collect them all as you go for the chance to earn additional points!

Register or sign in:
WatersWellnessNow.com

Need assistance?

Live chat on member.virginpulse.com

Reps are available Monday-Friday, 2 am-9 pm ET

Call +1-888-671-9395

Reps are available Monday-Friday, 8 am-9 pm ET

Standard international call rates apply

Email support@virginpulse.com

Email anytime and expect a response within 24 hours on business days

Check out the support page at support.virginpulse.com

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