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## MARCH 2026-FEBRUARY 2027 HEALTHY@HARRIS REWARDS PROGRAM FAQs

**PARTICIPATE 3/1/2026 THROUGH 2/28/2027 • REWARDS EFFECTIVE 10/1/2027**

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#### REWARDS PROGRAM OVERVIEW AND SYSTEM

## 1. WHAT IS THE 2026 - 2027 HEALTHY@HARRIS REWARDS PROGRAM?

- The Healthy@Harris Rewards Program is available for ALL active employees (including supplemental employees) along with spouses on the medical plan! The 2026 - 2027 Healthy@Harris Rewards Program will begin on March 1, 2026 and end on February 28, 2027. Premium Rewards will be effective October 1, 2027 through September 30, 2028.
- The Healthy@Harris Rewards Program is a way to make your journey to wellness even more rewarding for you. It's all a part of caring for yourself so you can care for others.
- Employees and spouses on the Harris Health medical plan can meet the program requirements to earn a discounted medical premium rate of \$1,200 for the 2027 - 2028 benefits plan and fiscal year (October 1, 2027 – September 30, 2028). Active employees who are not enrolled on a Harris Health medical plan can earn a \$25 Amazon eGift Card by completing the requirements by February 28, 2027!
- **PLEASE NOTE:** If you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month.
- Each participant is required to complete the following steps in order to receive the \$1,200 annual premium discount on the Harris Health medical plan or \$25 Amazon e-gift card:
  - ✓ Step 1: Complete an Annual Physical exam with Biometric lab values with your primary care physician (250 Wellness Points)
  - ✓ Step 2: Complete the [MyCigna](#) online Health Assessment (250 Wellness Points)
  - ✓ Step 3: Earn at least 500 additional Wellness Points through programs and activities (1,000 total Wellness Points)
- The premium discount will be effective October 1, 2027 through September 30, 2028.
- This is an ongoing program that will allow you to complete activities throughout a 12-month period. All activities completed between March 1, 2026 and February 28, 2027 count for the 2026 - 2027 Healthy@Harris Rewards Program.
- You can view your progress and Wellness Points total at any time by logging in to [www.mycigna.com](http://www.mycigna.com) and selecting the “Wellness & Rewards Program” tab.

## 2. WHEN DOES THE PROGRAM BEGIN?

- The program will begin on March 1, 2026 and end on February 28, 2027.

## 3. WHAT ARE THE REQUIREMENTS AND HOW DO I EARN MY PREMIUM DISCOUNT?

- Employees and covered spouses are each required to complete the following steps in order to receive the \$1,200 annual premium discount on the Harris Health medical plan:
  - ✓ Step 1: Complete an Annual Physical exam with Biometric lab values with your primary care physician (250 Wellness Points)
  - ✓ Step 2: Complete the [MyCigna](#) online Health Assessment (250 Wellness Points)
  - ✓ Step 3: Earn at least 500 additional Wellness Points through programs and activities (1,000 total Wellness Points)

- Wellness Points will be accumulated and tracked in Cigna’s online platform, [Mycigna.com](https://mycigna.com). All qualifying activities and corresponding point values will be listed on [Mycigna.com](https://mycigna.com).
- The premium discount will be effective October 1, 2027 through September 30, 2028.
- Active employees who are not on a Harris Health medical plan can earn a \$25 Amazon eGift Card by completing the requirements by February 28, 2027.

#### 4. WHAT IS MYCIGNA.COM?

- [Mycigna.com](https://mycigna.com) is Cigna’s online wellness platform that will track all of your activities and Wellness Points.
  - ✓ Login to your [mycigna.com](https://mycigna.com) account. From the home page, click on “Wellness” at the top and select “Wellness and Rewards Program”.
- You will then be able to see the full details of the Healthy@Harris Rewards Program. This includes the program requirements, time period for completion, and all available goals and activities.
  - ✓ Instructions:
    1. Go to [Mycigna.com](https://mycigna.com).
    2. Under “Wellness” select “Wellness and Rewards Program”
    3. Scroll Down and look for “**Rewards Spotlight.**”
    4. Scroll further down to “**View all Rewards**” to see all program activities and resources.
- Each time you complete a qualifying goal or activity listed on the Mycigna.com page, Wellness Points will accumulate into your account. Mycigna.com will alert you if information is required to receive credit for a specific goal, and recommend alternatives if you are unable to meet certain goals.
- Wellness Points will be reflected on your Mycigna.com page upon completion of qualifying activities. [Click here for steps on verifying your total Wellness Points on.](#)
- Some activities may require processing time, so a lag could occur between your completion and the date that Wellness Points are accumulated toward the overall goal on your Mycigna.com page. Please allow 4 weeks (and up to 90 days for preventive exams) for wellness points to be rewarded in MyCigna.

#### 5. CAN MY SPOUSE PARTICIPATE?

- Spouses who are covered under the Harris Health medical plan are eligible to participate and will have their own access to Mycigna.com.
- If you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. Premium rewards are effective October 1, 2027 through September 30, 2028.
- If your spouse is covered under the Harris Health medical plan, they will need to have their own MyCigna account. If they do not already have a MyCigna account, go to [www.mycigna.com](https://www.mycigna.com) and click “Register” at the bottom. Your spouse can use the information on his/her medical insurance ID card to create an account. Spouses can also download the MyCigna app.

- [Follow these steps](#) to add your spouse's email address in PeopleSoft for them to have access to all Healthy@Harris activities.

## 6. WHAT IF I'M A NEW EMPLOYEE OR NEWLY BENEFITTED EMPLOYEE?

- **Those who are hired or become benefits eligible between March 1, 2026 and November 30, 2026**, have until February 28, 2027, to complete the three steps: 1. Complete the annual physical exam with lab work; 2. Complete the [MyCigna](#) Health Assessment and 3. Earn a minimum of 1,000 Wellness Points; to earn the discounted premium for the new benefit plan year beginning October 1, 2027 through September 30, 2028. If you don't complete the requirements by the deadline, your premiums will increase effective October 1, 2027 through September 30, 2028.
- If you have a covered spouse on the Harris Health medical plan, both you and your spouse must complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium reward will be \$50 per month.
- Premium rewards are effective beginning October 1, 2027 through September 30, 2028.
- **Active employees who are not on a Harris Health medical plan** must complete the 3 requirements by February 28, 2027 to earn a \$25 Amazon eGift Card regardless of date of hire/benefits eligibility.
- If you are an active employee and not on the Harris Health Medical plan, you will need to create a MyCigna account. Go to [www.mycigna.com](http://www.mycigna.com) and click "Register Now" at the bottom. Enter all personal details to match the information that was submitted for enrollment and click next to continue. Select option 2 as the "Subscriber" and enter your SSN and zip code. Participants can also download the MyCigna app.
- **Those who are hired or become benefits eligible between December 1, 2026 and February 28, 2027**, will be granted the wellness rate for the upcoming benefit plan year beginning on October 1, 2027 through September 30, 2028.
- Participants hired on or after December 1, 2026 should ensure understanding of MARCH 2027-FEBRUARY 2028 Healthy@Harris Rewards Program qualifications and ensure completion prior to February 29, 2028 for the Premium Rewards effective October 1, 2028.
  - Newly benefitted employees on or after December 1, 2026, should begin completion of the Healthy@Harris Rewards program beginning on March 1, 2027 through February 29, 2028 with rewards effective October 1, 2028.
  - Newly benefitted employees on or after December 1, 2026, will have until February 29, 2028 to complete the three steps 1. Complete the annual physical exam with lab work; 2. Complete the [MyCigna](#) Health Assessment and 3. Earn a minimum of 1,000 Wellness Points to maintain the discounted premium for the new plan year (October 1, 2028 - September 30, 2029). If you don't complete the requirements by the deadline, your premiums will increase effective October 1, 2028 through September 30, 2029.
  - If you have a covered spouse on the Harris Health medical plan, both you and your spouse must complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. Premium rewards are effective beginning October 1, 2028 through September 30, 2029.

- **Active employees who are not on a Harris Health medical plan** must complete the 3 requirements by February 28, 2027 to earn a \$25 Amazon eGift Card regardless of date of hire/benefits eligibility.
- If you are an active employee and not on the Harris Health Medical plan, you will need to create a MyCigna account. Go to [www.mycigna.com](http://www.mycigna.com) and click “Register Now” at the bottom. Enter all personal details to match the information that was submitted for enrollment and click next to continue. Select option 2 as the “Subscriber” and enter your SSN and zip code. Participants can also download the MyCigna app.
- For questions, please contact our Cigna Customer Service Representative at 346-302-4248 or via email at [HarrisHealth@cigna.com](mailto:HarrisHealth@cigna.com).

### HEALTHY@HARRIS REWARDS PROGRAM OVERVIEW

| Healthy@Harris Rewards Program<br>(Complete Actions & Earn Wellness Points)          | Benefit Plan Year/Fiscal Year<br>(Premium Rewards Effective)           |
|--|--|
| 2026 –2027 Healthy@Harris Rewards Program<br>March 1, 2026 through February 28, 2027 | Benefit Plan/Fiscal Year<br>October 1, 2027 through September 30, 2028 |
| 2027 –2028 Healthy@Harris Rewards Program<br>March 1, 2027 through February 29, 2028 | Benefit Plan/Fiscal Year<br>October 1, 2028 through September 30, 2029 |

## ANNUAL PHYSICAL EXAM– MUST COMPLETE

### 1. DO I NEED TO COMPLETE THE ANNUAL PHYSICAL?

- You are required to receive an annual physical exam including verified biometric values with your doctor during the March 1, 2026 – February 28, 2027 program year to receive the 250 Wellness Points. If you are not on the Harris Health medical plan, you must submit a wellness screening form to earn points for your annual physical.
  - ✓ You will receive 250 Wellness Points for completing the annual physical exam when the insurance claim from your doctor’s appointment is processed by Cigna or your completed wellness screening form is submitted to Cigna. Please note there could be a 90-day lag time from date of service to Wellness Points showing up on myCigna.com. Wellness points are rewarded based on your completion date.
  - ✓ Remember, if you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. Premium rewards are effective October 1, 2027 through September 30, 2028.
  - ✓ Annual physicals and affiliated lab work are covered at 100% (no cost to you) under all of the Harris Health medical plan options.
  - ✓ Only annual physical exams and lab work completed between 3/1/2026-2/28/2027 will count towards the program.

- ✓ Only annual physical exams will count for this requirement. You will not receive credit for the annual physical exam if you attend a different type of doctor's visit, such as well woman, disease management, prenatal, or sick visit. You can receive credit for other types of preventive exams in Step 3, but only annual physical exams will count for this category (Complete an Annual Physical Exam & Lab work).
- ✓ The annual physical exam requires any combination of **one of each** of the following procedure codes (99385, 99386, 99387, 99395, 99396, and 99397) and diagnosis codes (Z00.0, Z00.00, Z00.01, Z00.8).
- ✓ **WELLNESS SCREENING FORM:** We strongly encourage participants to use the Wellness Screening Form (available at [www.mycigna.com](http://www.mycigna.com)) to receive credit for their annual physical and in-range biometric values. Make sure to have your physician fill out the form completely and submit to Cigna using the instructions listed on the form. Participants will also receive an additional 50 Wellness Points for submitting their Wellness Screening Form. By completing the wellness screening form, it also ensures that all your biometric data is available for wellness program eligibility in programs such as Livongo Prediabetes Management and Livongo Weight Management.
  1. NOTE: We recommend that you submit the form directly to Cigna and keep a copy for your records. We hope this provides another alternative to ensure you get credited with completion of your physical as quickly as possible and also reduces any issues affiliated with coding and claims.

## 2. WHAT DO I NEED TO DO TO COMPLETE THE REQUIRED HEALTH ASSESSMENT AND RECEIVE THE 250 WELLNESS POINTS?

- All program participants are required to complete the [MyCigna](#) online Health Assessment with biometric values on **mycigna.com** to be eligible for wellness rewards. (250 Wellness Points)
  - ✓ Your verified biometric values will be automatically submitted to Cigna if you use a Cigna preferred lab (Lab Corp, Quest, and Kelsey-Seybold Facility) or by submitting a completed Wellness Screening Form located on mycigna.com. Wellness points are not rewarded for the biometric values entered into the health assessment. The values should pre-populate if available but if not, you will need to enter them into the health assessment.
  - ✓ Remember, if you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards. If only one person completes the program requirements, then the premium rewards will be \$50 per month. Premium rewards are effective October 1, 2027 through September 30, 2028.

## 3. CAN I EARN ADDITIONAL WELLNESS POINTS BASED ON MY BIOMETRIC VALUES?

- Verified biometric values can help you achieve additional Wellness Points if they are in a healthy range. Biometric values are verified if a preferred lab is used during your annual physical (Lab Corp, Quest or a Kelsey-Seybold Facility), OR by submitting a Wellness

Screening Form. The Wellness Screening Form is available to download at [www.mycigna.com](http://www.mycigna.com).

- ✓ Please note that your personal physician may have personalized biometric ranges for you based on your health status and health risks.
- You can download the Wellness Screening Form through your mycigna.com page. Your physician can complete and sign the form with your biometric values. You can then upload the form through Mycigna.com or fax to 877.916.5406. If a preferred lab is used, some results will automatically be verified through the Cigna claims system. Please note, to get additional Wellness Points for blood pressure and waist circumference, you must use the Wellness Screening Form. Blood pressure and waist circumference will not be collected by any of the preferred labs.
- You will receive 100 Wellness Points for each of the following biometric values that are considered in a healthy range according to national guidelines: waist circumference, blood pressure, blood glucose and cholesterol ratio.
- Waist circumference and blood pressure can only be verified by using the Wellness Screening Form. You will be required to submit this form in order to receive credit for in-range values for waist circumference and blood pressure.
- Blood glucose and cholesterol ratio can be verified through the Cigna claims system if you use a Cigna preferred lab (Lab Corp, Quest, or Kelsey-Seybold facility), or via the Wellness Screening Form.
- **Wellness Screening Form:** Participants will receive 50 Wellness Points for completing and submitting the Wellness Screening Form. This form can be downloaded at [www.mycigna.com](http://www.mycigna.com) or on [the Employee Wellness website](#). By completing the wellness screening form, it also ensures that all your biometric data is available for wellness program eligibility in programs such as Livongo Prediabetes Management and Livongo Weight Management.

## GOALS AND ACTIVITIES – CIGNA PROGRAMS

### 1. WHAT OTHER TYPES OF ACTIVITIES CAN I COMPLETE TO EARN WELLNESS POINTS?

- Medical plan participants can earn Wellness Points by completing various preventive goals, such as an annual well woman exam, or age-appropriate exams and screenings such as a mammogram, prostate screening, cervical cancer screening or a colon cancer screening. You will receive Wellness Points on your Mycigna.com page for completing these exams once the claim is processed by Cigna.
  - ✓ You will receive 100 Wellness Points for completing a preventive goal when the insurance claim from your doctor's appointment is processed by Cigna. There could be a 90-day lag time from date of service to Wellness Points showing up on myCigna.com.
  - ✓ Only preventive screenings completed between 3/1/2026-2/28/2027 will count toward the program.
  - ✓ Please check with your doctor to see if you need the preventive screenings listed and how often.
- You can also receive 100 Wellness Points for a dental or vision exam.
  - i. If you are enrolled in the Harris Health vision plan and complete a vision exam, your points will automatically be loaded into Mycigna.com upon completion of

the exam. It can take up to 90 days to see the points rewarded in MyCigna. If you are not enrolled in the Harris Health vision plan or pay for an exam out-of-pocket, please send proof of completion to [harrishealth@cigna.com](mailto:harrishealth@cigna.com) to get your wellness points rewarded.

- ii. If you receive a dental exam, you will self-report the date of your exam on your Mycigna.com page upon completion of the exam.
  1. Log into myCigna.com
  2. Click on the “Wellness” drop down and select “Wellness & Rewards Program”
  3. Click on “View all Rewards”
  4. Click on the drop-down arrow for “Self Reported Activities” and enter the date of the exam.
- You can also complete Cigna programs such as coaching or a Healthy Pregnancy program. Please see the 2026-2027 Healthy@Harris Rewards Program document [on our website](#) for a complete list of activities and wellness point values.

## 2. WHAT TYPES OF PREVENTIVE GOALS CAN I COMPLETE TO EARN WELLNESS POINTS?

- Medical plan participants can earn Wellness Points by receiving other preventive care services throughout the year. Non-medical plan participants can earn Wellness points for dental and vision regardless of enrollment in Harris Health’s dental and vision plans.
- These include annual well woman visits, cancer screenings, and age- and gender-appropriate exams, such as mammogram, prostate cancer screenings and colon cancer screenings. Wellness Points can also be earned for annual dental and vision exams.
- The US Preventive Services Task Force (USPSTF) recommends screening mammography for women, with or without clinical breast examination, every 1 to 2 years for women age 40 years and older. The USPSTF recommends screening for colorectal cancer starting at age 45 years and continuing until age 75 years.
- Well women visits, cervical cancer screenings, colonoscopies, mammograms and prostate cancer screenings will equate to 100 Wellness Points each and will be verified via the Cigna claims system. Once the claim is processed, Wellness Points will be reflected in MyCigna.
- Please check with your doctor to see if you need the preventive screenings listed and how often.
- Wellness Points will only be awarded for exams coded as “preventive”. If you receive an exam, such as a mammogram or colon cancer screening, that is associated with a diagnosis, you will not be eligible for Wellness Points. Discuss with your doctor to confirm what type of screening you will be having.
- Vision exams are worth 100 Wellness Points. Upon completion of the exam, employees will receive 100 Wellness Points once it’s loaded into Mycigna.com.
- Dental exams are worth 100 Wellness Points. Employees are required to self-report the date of their exam in Mycigna.com upon completion of the exam to receive the Wellness Points.

### 3. CAN I EARN WELLNESS POINTS FOR THE CIGNA COACHING PROGRAMS?

- You can earn Wellness Points by completing a Cigna online program if you have out-of-range biometric values. You will receive 100 Wellness Points for completing each online coaching program that is used as a reasonable alternative standard for out-of-range biometric values.
- Telephonic coaching is available to all participants to work on improving lifestyle habits and manage chronic conditions.
- You can also complete the coaching programs by working in-person with the Cigna onsite health coach. The onsite health coach is located at Ben Taub Hospital, HR suite.
- You will receive 200 Wellness Points for making progress towards a goal with telephonic or onsite health coaching.
- Lifestyle management coaching programs such as stress, tobacco or weight loss are preset programs that may take up to 12 weeks to complete. Wellness Points will be awarded for these programs upon completion.

### 4. WHAT IS THE CIGNA HEALTHY PREGNANCY, HEALTHY BABY PROGRAM AND HOW DO I EARN WELLNESS POINTS?

- Employees or covered spouses who are pregnant can earn Wellness Points by participating in the Cigna “Healthy Pregnancy, Healthy Baby” program.
- Wellness Points earned are dependent upon joining the program in the 1<sup>st</sup> or 2<sup>nd</sup> trimester. Individuals who join in the 1<sup>st</sup> trimester and complete the program through delivery will receive 400 Wellness Points. Individuals who join in the 2<sup>nd</sup> trimester and complete the program through delivery will receive 200 Wellness Points.
- The program involves speaking with a Cigna maternity nurse on a monthly basis and concludes with one post-delivery call.
- Wellness Points are awarded once the final post-delivery call is complete. **Note: the post-delivery call must be complete by 2/28/2027 in order for the Wellness Points to apply to the current year reward program.** If the post-delivery call occurs after 2/28/2027, Wellness Points will still be awarded, but will apply toward the following Healthy@Harris Reward Program that will launch on March 1, 2027 through February 29, 2028 with Rewards effective October 1, 2028.

## ADDITIONAL PROGRAMS

### 1. WHAT ADDITIONAL PROGRAMS ARE AVAILABLE TO ME TO EARN WELLNESS POINTS?

- In addition to the annual physical exam, health assessment, verified biometric values, and Cigna programs, you can also earn Wellness Points by participating in certain Harris Health programs and other vendor partner programs. These programs will also be tracked in Cigna’s Mycigna.com platform.
- The following programs are available:
  - ✓ **Livongo Diabetes Management Program - Enroll and Activate Your Meter:** Livongo includes a high-tech cellular meter that provides you with real-time, personalized insights and testing strips. In addition, expert coaches are available 24 hours a day to answer questions and help you optimize the

- lifestyle factors that will greatly affect your condition. Livongo is available to active employees, spouses and pre-65 retirees on the Harris Health Medical Plan who have Diabetes. Register at [go.livongo.com/HarrisHealth](https://go.livongo.com/HarrisHealth) or call 800-945-4355. Registration Code: HARRISHEALTH. To earn 200 Wellness Points, you must enroll in Livongo and activate your new cellular meter by 2/28/2027.
- ✓ **Livongo Diabetes Management Program - Monthly Glucose Testing:** Employees and spouses who have diabetes and are enrolled on the Harris Health medical plan can earn 50 Wellness Points each month in which they test a minimum of four days per month as part of the Livongo Diabetes Management Program. Please follow your doctor's advice for when and how often you should test your glucose.
    - In addition, by testing four days per month, you can earn free diabetes medications effective the following month. For more details, please visit the [Employee Wellness website](#).
  - ✓ **Livongo Hypertension Management Program – Enroll and Complete the Drive to Five within the First Two Weeks:** The Livongo Hypertension Management Program is available to active employees, spouses and pre-65 retirees on the Harris Health Medical Plan diagnosed with hypertension. Participants who register will receive a connected blood pressure monitor that automatically uploads your data to the Livongo mobile app, where you can see your readings, get tips and access coaches on your terms. The Livongo Hypertension Management Program offers you a convenient way to manage your blood pressure and offers coaching on nutrition and dietary needs. Eligible participants can earn 200 Wellness Points for enrolling in and completing the Livongo Drive to Five program. The Livongo Drive to Five program means that you must complete 5 blood pressure checks within the first two weeks of receiving the blood pressure monitor to establish your baseline. Register at [go.livongo.com/HarrisHealth](https://go.livongo.com/HarrisHealth) or call 800-945-4355. Registration Code: HARRISHEALTH. To earn 200 Wellness Points, you must enroll in Livongo and complete the Drive to Five by 2/28/2027.
  - ✓ **Livongo Hypertension Management Program – Monthly Blood Pressure Testing:** The Livongo Hypertension Management Program offers you a convenient way to manage your blood pressure with a connected blood pressure monitor and a convenient mobile app. The Livongo Hypertension Management Program offers access to coaching 24/7 allowing you to consult nutritionist and dietitians for any advice. You must check your blood pressure a minimum of four days per month in order to earn 50 Wellness Points for that month. Please follow your doctor's advice for when and how often you should monitor your blood pressure.
    - In addition, by checking your blood pressure four days per month, you can earn free Hypertension medications effective the following month. For more details, please visit the [Employee Wellness website](#).
  - ✓ **Livongo Prediabetes Management Program:** The Livongo Prediabetes Management Program is available to all active employees, spouses and pre-65 retirees who meet eligibility requirements and are on the Harris Health Medical Plan. Participants receive tools and coaching support to help lose weight, keep it off, and develop long-term healthier habits. This is a year-long

program and participants can earn 50 Wellness Points per lesson completed. You need to submit a wellness screening form to Cigna to determine eligibility for this program. Register at [go.livongo.com/HarrisHealth](https://go.livongo.com/HarrisHealth) or call 800-945-4355. Registration Code: HARRISHEALTH.

- Please note you can only receive credit for one Livongo Prediabetes lesson per day. If you complete more than one Livongo Prediabetes lesson on the same date, you will only receive 50 Wellness Points for that date.
- ✓ **Livongo Prediabetes Management Program Monthly Monitoring:** The Livongo Prediabetes Management Program helps make living healthy and managing weight easier, with a smart scale, guidance on healthy habits, and personalized health coaching. Participants must check their weight a minimum of four days per month in order to earn 50 Wellness Points for that month.
- ✓ **Livongo Weight Management Program:** The Livongo Weight Management Program is an additional program to build healthy lifestyle habits and manage weight. It is available to active employees, spouses and pre-65 retirees who meet eligibility requirements and are on the Harris Health Medical Plan. Participants receive tools and coaching support to help lose weight, keep it off, and develop long-term healthier habits. This is a year-long program and participants can earn 50 Wellness Points per lesson completed. Register at [go.livongo.com/HarrisHealth](https://go.livongo.com/HarrisHealth) or call 800-945-4355. Registration Code: HARRISHEALTH.
  - Please note you can only receive credit for one Weight Management lesson per day. If you complete more than one Livongo Weight Management lesson on the same date, you will only receive 50 Wellness Points for that date.
- ✓ **Livongo Weight Management Program Monthly Monitoring:** The Livongo Weight Management Program helps make living healthy and managing weight easier, with a smart scale, guidance on healthy habits, and personalized health coaching. Participants must check their weight a minimum of four days per month in order to earn 50 Wellness Points for that month.
- ✓ **Livongo MyStrength Activity** - Strengthen your emotional well-being on your own time. Receive dedicated support for stress, anxiety, depression, sleep and more. All employees and spouses on the medical plan are eligible for MyStrength. Register at [go.livongo.com/HarrisHealth](https://go.livongo.com/HarrisHealth) or call 800-945-4355. Registration Code: HARRISHEALTH. You can earn 5 Wellness Points per activity completed.
  - Please note, you can only receive credit for one MyStrength activity per day.
- ✓ **Employee Wellness Classes:** Participants can earn 50 Wellness Points per Employee Wellness class completed including Well Powered Living, Happiness, Ergonomics classes and more. New classes are offered throughout the year and are available on the Harris Health Learning Hub (Saba).
  - Please note you can only receive credit for one Employee Wellness Class per day. If you attend more than one Employee Wellness Class

on the same date, you will only receive 50 Wellness Points for that date.

- ✓ **Online Wellness Challenges:** Online wellness challenges are offered throughout the year to encourage healthy living, comradery and friendly competition.
  - Challenges are offered throughout the year and can focus on different elements of wellness including fitness, healthy eating, weight, nutrition and stress management. Challenges can be individual and/or team based. Complete a challenge and earn 50 Wellness Points. Each online challenge will have different requirements for completion. These requirements will be communicated for each challenge.
- ✓ **Healthy Knowledge Seminars:** Join us for these informative and interactive presentations and earn 50 Wellness Points per seminar. Each seminar is delivered by a wellness expert, clinical professional or physician. A variety of topics are available throughout the year, and they are available in different modalities (in-person, online, or recorded). Healthy Knowledge Seminars are offered throughout the year and are also available on the Harris Health Learning Hub (Saba).
  - Please note you can only receive credit for one Healthy Knowledge Seminar per day. If you attend more than one Healthy Knowledge Seminar on the same date, you will only receive 50 Wellness Points for that date. Seminars and webinars are provided by the EAP, Kelsey-Seybold, Livongo, Fidelity and more.
- ✓ **Employee Wellness Workshops:** Join us for these informative and interactive workshops and earn 50 Wellness Points per workshop. Each workshop is delivered by a wellness expert and designed to improve healthy lifestyle behaviors. Employee Wellness Workshops are offered monthly throughout the year and are also available on the Harris Health Learning Hub (Saba).
  - Please note you can only receive credit for one Employee Wellness Workshop per day.
- ✓ **Healthy@Harris Special Event:** Employee Wellness holds multiple special events throughout the year. Participate in a special event and earn 100 Wellness Points. Examples include Field Day, Relaxathons, Playground Games, Texas Med Run and more.
  - Please note you can only receive credit for one Healthy@Harris Special Event per day.
- ✓ **Explore & Learn Activity:** Participate in these monthly interactive educational sessions where you can explore & learn about important health and wellness topics. Offered virtually and in person.
  - You can earn 5 Wellness Points for one Explore and Learn per day.
- ✓ **Laser Coaching:** Laser Coaching is a quick 15-minute motivational session you can do one-on-one or with a partner. Our Employee Wellness team can help you set and achieve your personalized health and wellness goals. Topics our coaches can help with include: exercise, postural assessment and correction, healthy eating, office space setup, time management, weight management, habit creation, stretching, meditation, sleep and stress management.

- You can earn 25 Wellness Points for one Laser Coaching Session, Exercise Consultation, Fidelity one-on-one consultation, Ask Fidelity session, Ergonomic assessment or Postural analysis per day.
- ✓ **Exercise Consultation:** An exercise professional will assess current fitness level and provide guidance on improving fitness to achieve personal health and wellness goals.
  - You can earn 25 Wellness Points for one Laser Coaching Session, Exercise Consultation, Fidelity one-on-one consultation, Ask Fidelity session, Ergonomic assessment or Postural analysis per day.
- ✓ **InBody Body Composition Scan:** An Inbody composition scan delivers precise measurements of muscle, fat, and water to provide actionable insights for health and fitness goals.
  - You can earn 25 Wellness Points for one body composition scan per day.
- ✓ **One-On-One Sessions with an Expert:** Get personalized help from an expert on a variety of physical and financial well-being topics.
  - You can earn 25 Wellness Points for one Laser Coaching Session, Exercise Consultation, Fidelity one-on-one consultation, Ask Fidelity session, Ergonomic assessment or Postural analysis per day.
- ✓ **Ergonomic and Postural Assessments:** Get equipped with the knowledge, skills and confidence to work efficiently and comfortably. Ergonomic Evaluations and Posture Assessments can be conducted virtually (across the system and telecommute) or in-person at a Harris Health location.
  - You can earn 25 Wellness Points for one Laser Coaching Session, Exercise Consultation, Fidelity one-on-one consultation, Ask Fidelity session, Ergonomic assessment or Postural analysis per day.
- ✓ **Group Exercise Classes:** Employee Wellness offers a variety of group exercise classes including stretching, walking and more. Group Exercise Classes are free to employee and spouses 18 years and older.
  - You can earn 20 Wellness Points for each group exercise class or recreational sports game per day.
- ✓ **Recreational Sports:** Employee Wellness offers a variety of recreational sports leagues including flag football, indoor and sand volleyball, basketball, softball, soccer, kickball and pickleball. Recreational sports are free to employees, spouses and children 18 years and older.
  - You can earn 20 Wellness Points for each group exercise class or recreational sports game per day.
- ✓ **Achieve  $\geq 10,000$  steps with your Fitness device per day:** Participants who achieve  $\geq 10,000$  steps a day with their fitness device can earn 20 Wellness Points for each day through WebMD One. The U.S. Department of Health and Human Services recommends that all healthy adults get at least 150 minutes a week of moderate-intensity aerobic activity, or 75 minutes a week of vigorous-intensity aerobic activity. A wearable device that tracks the steps you take each day allows you to monitor your activity level. In general, walking 10,000 steps a day is the equivalent of about 150 minutes of activity a week. There are numerous health benefits of achieving 10,000 steps per day.





- Please note you can only receive credit for achieving 10,000 or more steps per day tracked by your fitness tracker. Self-logged steps will not count towards your total steps. You must have a fitness device and be connected to the WebMD ONE app and/or portal to be eligible for physical activity Wellness Points.  
[www.webmdhealth.com/HarrisHealthSystem](http://www.webmdhealth.com/HarrisHealthSystem)
- ✓ **Annual employee wellness survey:** Complete the annual employee wellness program satisfaction survey in April each year and help us get a pulse on the culture within Harris Health. Your input is valuable to ensure we're providing programs and resources to assist you in maintaining or improving your health and well-being.
  - Earn 50 Wellness Points for completing one Employee Wellness survey per program year.
- ✓ **Submit the Wellness Screening form to Cigna:** Have your physician fill out Wellness Screening Form (available for download at [www.mycigna.com](http://www.mycigna.com)). Submitting a wellness screening form ensures you receive credit for your annual physical and labs. It also ensures that all your biometric data is available for eligibility in programs such as Livongo Prediabetes Program and Livongo Weight Management. You will receive 50 Wellness Points once Cigna receives and processes your completed form. NOTE: We recommend that you submit the form directly to Cigna and keep a copy for your records.
  - Please note you can only receive credit for one wellness screening form per program year.
- ✓ **Complete an HbA1c test with the onsite health coach:** Complete an HbA1c screening with the Cigna Onsite Health Coach. The HbA1C test gives you a picture of your average blood glucose (blood sugar) control for the past 2 to 3 months. The results give you and your diabetes care team a good idea of how well your diabetes treatment plan is working.
  - Please note you can only receive credit for four onsite HbA1c tests per program year.

## HEALTHY@HARRIS, GO PLATINUM

When you get a good momentum going toward your health goals, it’s rewarding to go the extra mile!

In addition to the Healthy@Harris Rewards program listed on the previous pages, you can earn additional gift cards for being actively engaged in your health and well-being. See the chart below for details on how to earn extra rewards.

### HEALTHY@HARRIS REWARDS PROGRAM 3/1/26 – 2/28/27

|  BRONZE   |  SILVER  |  GOLD  |  PLATINUM   |
|--|---|---|--|
| <ul style="list-style-type: none"> <li>Complete an Annual Physical, Health Assessment and earn a total of <b>1,000</b> points</li> <li>Earn applicable premium reward discount if on a Harris Health medical plan or a \$25 Amazon eGift card net of taxes* if you’re not on a Harris Health medical plan</li> </ul> | <ul style="list-style-type: none"> <li>Complete Bronze level and earn a total of <b>2,000</b> points</li> <li>Earn Bronze level reward plus a \$25 Amazon eGift Card net of taxes*</li> </ul> | <ul style="list-style-type: none"> <li>Complete Bronze level and earn a total of <b>3,000</b> points</li> <li>Earn Bronze and Silver level rewards plus a \$50 Amazon eGift Card net of taxes*</li> </ul> | <ul style="list-style-type: none"> <li>Complete Bronze level and earn a total of <b>4,000</b> points</li> <li>Earn Bronze, Silver and Gold level rewards plus a \$100 Amazon eGift Card net of taxes* and special recognition</li> </ul> |

Gift cards are distributed at the end of each month, and all requirements must be listed as completed in your MyCigna account at the time of distribution. Once you become eligible for a gift card, you will receive an email notification from Employee Wellness. The e-gift card(s) are sent from [no-reply@hawkmarketplace.com](mailto:reply@hawkmarketplace.com).

\*Applicable federal, state, and local tax withholding will occur. A minimum tax rate of 32.65% is to be anticipated and may be adjusted accordingly as the law demands.

A preventive physical enables you and your physician to identify any areas where you may wish to improve your health and well-being. Your medical information and results from the annual physical will not be shared with Harris Health. Harris Health will only be given aggregate population health data for the sole purpose of developing, implementing, and evaluating the wellness program, participation, and incentive information as necessary to comply with IRS regulations. Otherwise, all personal medical information will be protected under the HIPAA Privacy Rule. If you wish to view a copy of the Cigna privacy notice, please visit [my.cigna.com](http://my.cigna.com).

Harris Health is committed to helping you achieve your best health. Incentives for participating in a wellness program are available to all eligible employees. If you think you might be unable to meet a standard for an incentive under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact our Cigna Customer Service Representative at 346.302.4248 or via email at [HarrisHealth@cigna.com](mailto:HarrisHealth@cigna.com) and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.