

2024 MyWell-Being Program

Banner Health wants to see all our team members thrive in every area of life — which is why we take a holistic approach to your well-being. The MyWell-Being Program gives you the tools to be active, stay healthy and be your best self. And when you take steps to improve your well-being, you can enjoy the added benefit of lower medical premiums or other MyWell-Being incentives.

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2025 MyWell-Being Incentive

The MyWell-Being Program is for everybody, and if you want to earn points toward your 2025 MyWell-Being incentive, it's as easy as making healthy decisions. Team members who participate in the MyWell-Being Program this year, **Nov. 1, 2023 – Oct. 31, 2024**, and achieve certain point levels by Oct. 31, 2024, can earn these rewards in 2025:

- » Those enrolled in a Banner Health medical plan in 2024 can earn a \$35 – \$50 medical premium discount per month. Premium discounts are noted in the adjacent table and based upon your total points earned.
- » Those earning a \$50/month premium discount will pay NOTHING when enrolled in the Value Plan for team member-only coverage.
- » Those not enrolled in a Banner Health medical plan in 2024 can earn a \$180 one-time cash incentive.*
- » Banner offers Comprehensive (DHMO) Dental and Value Vision at no cost for team member-only coverage to team members achieving level 3+ in Well-Being activities.

Date of Hire	Points Achieved and Discount Earned				Deadline
	30,000 Level 1	50,000 Level 2	70,000 Level 3	100,000 Level 4	
Current Team Members	\$20	\$35	\$50*	Drawing Entry	Oct. 31, 2024
Q1 (Jan. 1 – March 31, 2024)	\$20	\$35	\$50*	Drawing Entry	Oct. 31, 2024
Q2 (April 1 – June 30, 2024)	\$35	\$50*	Drawing Entry	—	Oct. 31, 2024
Q3 (July 1 – Sept. 30, 2024)	\$50*	Drawing Entry	—	—	Oct. 31, 2024
Q4 (Oct. 1 – Dec. 31, 2024)	Grandfathered into 2025 Incentive				N/A

*The total premium discount available to earn will be \$50 a month, plus complimentary Comprehensive (DHMO) Dental and Value Vision plans for team member-only coverage.

- » Newly hired team members that enroll in a Banner Health medical plan for 2024 will automatically receive the \$35 medical premium discount per month for calendar year 2024.

*Non-medical plan team members, as well as Banner residents and fellows on a medical plan, will receive a \$180 one-time cash award in 2025. Cash incentive is taxable.

How to Get Started

1. Join today by visiting join.virginpulse.com/BannerHealth.
2. **Download the Virgin Pulse mobile app** for iOS or Android by scanning the QR code. The first time you log in, you'll earn bonus points.
3. **Connect an activity tracker** to get credit for your steps, active minutes and sleep. You can sync with many devices and apps (Max, Buzz, Fitbit, Misfit, etc.).
4. **Upload a profile picture** and add some friends and team members.
5. **Set your interests** to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more.
6. **Participate in the MyWell-Being Program.**

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Reminder for New Hires after Oct. 1, 2024:

If you're hired after Oct. 1, you're eligible for both the 2024 and 2025 medical premium discount — but you won't need to participate in the MyWell-Being Program or meet the Oct. 31 deadline to earn it. Instead, you can register at join.virginpulse.com/BannerHealth and be prepared to jump into the activities and challenges we have in store starting Nov. 1, 2024, for the 2025 program year and work your way toward your 2026 incentive.

Here to Support Your Well-Being

Our MyWell-Being Program encourages all our team members to enhance their lives through our five pillars: **MyGrowth**, **MyPurpose**, **MyCommunity**, **MyHealth** and **MyWealth**. Along with our library of well-being tools and resources located within Virgin Pulse, our team offers well-being services to help you stay healthy and empower you to be your best self. Our services include:

- » **Health Coaching:** Our health coaches provide evidence-based information, positive encouragement and motivation for individuals to achieve their health and wellness goals. Our health coaches provide a personal and tailored approach, accountability, problem solving and client-focused solutions.
- » **Well-Being Classes:** Our team and partners offer a variety of classes to help you be your best self. We provide opportunities on a variety of topics including, but not limited to, physical activity, nutrition, self-care, stress management, gratitude, goal setting and finding your purpose.
- » **Mental Health Awareness Class:** This class creates an awareness and knowledge of the prevalence of mental illness in the workplace, how to get support for yourself or a fellow team member and decrease the stigma surrounding mental health.
- » **Onsite/Virtual Counseling Services:** Onsite counseling is available at most Banner acute medical facilities, and virtual counseling is also available through our Employee Assistance Program (Resources for Living). Both options are open to all team members. You can make an appointment today with an onsite or virtual counselor. To learn more about mental health support, read about [Resources for Living](#).