



2026 HAT WELLNESS PROGRAM

You and your family's health and safety is important to Waupaca Foundry. The HAT Wellness Program helps you get and stay well whether you are living a healthy lifestyle or trying to manage a health condition.



HEALTH
Awareness
TOGETHER



2026 HAT WELLNESS PROGRAM
PARTICIPATION DATES:
NOVEMBER 20, 2025 – NOVEMBER 19, 2026

Earning Wellness Incentives with IncentFit



All eligible employees and spouses enrolled in a Waupaca Foundry medical plan as of January 1, 2026 have the opportunity to earn a wellness incentive of up to \$600 each by completing the following wellness opportunities.

The HAT Wellness Program encourages you and your covered spouse to be proactive about preventive care. Preventive care is one of the most important steps you can take to manage your health. This type of care includes screenings, exams and tests that identify health problems early so you can take action to keep them from becoming chronic health conditions. By completing the 2026 HAT Wellness Program, you and your spouse can each earn up to a \$600 wellness incentive to be applied toward the cost of your medical plan next benefit year.

Options For Your Wellness Incentive

HEALTH RISK ASSESSMENT (\$200)

BIOMETRIC SCREENING (\$200)

ANNUAL PREVENTIVE EXAM (\$200)
Includes one of the following: annual physical, mammogram, colonoscopy and pap smear

DENTAL EXAM (\$100)
Each with a max of two visits

VISION EXAM (\$100)

If you don't complete all steps,
you can earn partial credit.

Scheduling Your Annual Preventive Exams

When scheduling a preventive care exam, remember the following tips:

- **Ask to schedule a Preventive Care visit.** That way you can ensure all age and gender appropriate screenings are included and coded as preventive.
- **Remind the doctor** at your appointment that you are there for your annual preventive care visit, and to let you know if any of the services or tests are not covered as preventive care.
- **Remember** WF medical plans provide coverage for your preventive exams per benefit year (May 1 – April 30), not a rolling 12 months.

Tracking Your Participation

You can easily verify your program completion status by logging into waupaca-wellness.com and viewing the IncentFit Dashboard page.

Preventive care visits processed through the Waupaca medical, dental or vision carriers (UnitedHealthcare, Delta Dental, and VSP) will automatically be uploaded to the IncentFit portal within 45-90 days. This process is not guaranteed to capture all visits, please be sure to verify all visits have loaded .

As an alternate activity, the Health Risk Assessment can be completed by logging onto the IncentFit portal via your computer or the IncentFit mobile app.

The Health Risk Assessment can be found by clicking on the My Health icon to the left and then the Assessments tab at the top of the screen.

NEW FOR 2026: IncentFit has updated their app. To download the app:

1. Visit the apple app store or google play store
2. Search for IncentFit Recharge and download
3. Log in with your current credentials.

If you use the web application, visit app.incentfit.com to log in as usual and experience an updated, streamlined design.

For more information please visit incentfit.com/recharge/ or contact our customer support at support@incentfit.com.

Options For Your Biometric Screenings

**Fingerstick biometric events will be held this summer.
Watch for further communication.**

- **Onsite events** – Events are held for employees and spouses at each plant location in the summer. Participation is available at no cost and automatically uploaded to the IncentFit portal.
- Screenings performed offsite at a lab or your doctor's office are now included in the UHC automatic claims file and will be uploaded to the IncentFit portal. Please verify upload is complete after 45-90 days of appointment, through IncentFit.
 - » Screenings processed offsite or at your doctor's office are processed through the medical plan and may result in a charge to you.
- **WF Clinic** – The preventive annual physical and biometric activities are able to be performed free of charge at your plant's WF Clinic.



ADDITIONAL QUESTIONS?

If you have questions, contact IncentFit Customer Support at **844-246-2368** or email the Waupaca Benefits Department at wf.benefits@waupacafoundry.com.

Getting Started

Log on to waupaca-wellness.com or download the IncentFit RECHARGE app.

- Your Username is: 6-digit Employee Clock Number
- Spouse Username is: 6-digit Employee Clock Number + S

Follow the above instructions to log in to the IncentFit portal or mobile app. Remember to note your password for future log-ins. You will need to provide a separate email address than the email assigned to your spouse.

