



A HEALTHIER YOU.



Your 2025 Wellness Guide

WELCOME!

A HEALTHIER YOU IS WAITING...



Welcome to your 2025 Inframark Wellness Program. Inframark partners with Health Advocate to provide you with the tools and resources to be an active participant in your health and well-being. You can earn rewards by participating in healthy activities and taking control of your health!



OneTeam: Our Inframark team is our greatest asset, so we want to provide opportunities for you to take care of yourself and invest in your health. One way you can do that is to commit to A Healthier You by participating in the various wellness programs and resources Inframark offers.

Our wellness approach focuses on overall healthy lifestyles that include your physical, mental, social and financial well-being. We are here to support you in these key areas of life so you can be your best self at home and at work. The work you do is important and not only affects yourself, your family, and your friends – but it also positively impacts the millions of Americans we serve in our communities every day.

I encourage you to review the information in this Wellness Guide and to participate in the many opportunities available through our Health Advocate services – especially from March 17 through August 31, 2025. During this time, you can earn points that translate up to \$450!

We offer a range of activities, and I am confident these opportunities will help support your wellness journey and overall well-being.

Thanks again for all you do for Inframark!

Be well,

A handwritten signature in black ink that reads "Steve".

Steve Meininger
Chief Executive Officer

Who's Eligible to Participate?

All benefit eligible employees that work 30 hours or more a week and their spouses/partners enrolled in Inframark's medical plan.

What's the Goal?

Earn up to 450 wellness points by completing your choice of well-being activities outlined in this guide.

Is there a Reward?

When you or your eligible spouse earn 150 or 450 wellness points, those points will convert into rewards. This means you and your eligible spouse could earn up to 900 wellness points = \$900 in rewards.

2025 Wellness Program

- Now, each point equals up to \$1 in value
- Points At the End of the Program =
 1. 450 points or more = \$450
 - If enrolled in Inframark's 2026 Medical Plan = \$450 wellness premium discount OR \$450 paycheck bonus
 - Not enrolled in Inframark's 2026 Medical Plan = \$450 paycheck wellness bonus
 2. 150 points = \$150 paycheck wellness bonus

Note that Paycheck rewards will be paid out December 5, 2025.

When you meet the 450 point goal, you will have the opportunity to choose either the medical discount or wellness paycheck bonus during the Open Enrollment timeframe that will be held in November.

Please know that the reward amount being paid to you in your paycheck is subject to income tax and the appropriate amount of taxes will be applied on the same paycheck that you receive your reward.

Program Dates:



Start date:
March 17, 2025



Deadline to earn points:
August 31, 2025

Reasonable Alternatives: If you think you might be unable to meet a standard for a reward under the Wellness Program, you may qualify for an opportunity to earn the same reward by different means. Contact Health Advocate at 855-424-6400 to discuss reasonable alternatives that may be appropriate for you in light of your health status in order to earn the wellness points. Reasonable alternatives must be completed by the same deadline as any other program activities.

YOUR JOURNEY TO WELLNESS

Inframark recognizes that many parts of your life can affect your well-being. To this end, we provide a holistic approach to our wellness program. When you follow all of these important paths you increase your chances of arriving and staying at good health and well-being. The Health Advocate website and mobile app include tools and resources that touch on all aspects of well-being through four Learning Pillars. No matter where your personal well-being journey is today, there is something for you, plus you can earn a reward for your hard work! *Below are the four learning pillars with examples of each, details of the activities are on the following pages.*



BE WELL

Empowers you to live well by taking charge of your physical health.

- Get a Health Screening
- Start a Coaching Program
- Enroll in the free Quit Tobacco Pathway program
- Sync your fitness device to the Health Advocate mobile app
- Articles and videos available online



BE BALANCED

Supports you in caring for your emotional & mental well-being.

- Enroll in the Sleep better Pathway
- Track your mood/ manage stress
- Connect with an Employee Assistance Professional
- Articles and videos available online



BE CONNECTED

Learn to connect with yourself, others and the environment around you.

- Complete the Always Better Together Challenge
- Lend a helping hand to your community and check off completion using the Charity Work tracker
- Challenge yourself to a Well-Being Challenge
- Articles and videos available online



BE SUCCESSFUL

Develop skills to help you thrive financially at work, and at home.

- Complete the Healthy Living on a Budget Workshop
- Register for Empower Retirement
- Increase your 401(k) contribution by 1%
- Articles and videos available online

ACTIVITY

SUMMARY

Activity	Points/Max.
Health Screening	100
Healthy Outcomes	50/250
Preventive Care	30/120
Wellness Coaching	
1-2 health education sessions	15/30
3 sessions (Jump Start)	60
6 sessions (focusing on one goal)	120
Health Trackers	1/120
Company Wellness Challenge	50/100
Personal Guided Pathways	50/100
Teladoc Health Diabetes/Hypertension	5/10/120
Workshops	25/50
Flu Shot	25
Personal Health Profile	25
Send Screening Results to Physician	20
Tobacco Free	20
Quit Tobacco Pathway or Coaching	20/80/100
Personal Pathfinder	20/40
Teladoc Registration	20
Engage with an Advocate	10/20
Personal Wellness Challenge	10/50
Learning Center	5/75
Health Advocate Site Access (monthly)	5/35
United Concordia Registration	10
Sync Fitness Device	10

At Inframark, health, safety, and well-being are everyone's business. We all take personal accountability and we all have each other's backs. We protect and serve each other just as we protect the communities we serve. Simply put, when we all support a positive culture that enables everyone to be their best, **together we thrive.**

BE WELL 

ACTIVITY	POINTS/MAX																					
<p>Health Screening - Download a physician exam form or schedule an appointment with LabCorp.</p> <p>Healthy Outcomes/Improvement - Earn points for meeting healthy outcomes in the following categories: blood pressure, waist circumference, BMI, glucose, cholesterol ratio, HDL cholesterol.</p> <table border="1" data-bbox="73 491 788 968"> <thead> <tr> <th data-bbox="73 491 280 565">Healthy Outcomes</th> <th data-bbox="280 491 596 565">Action to Earn Points</th> <th data-bbox="596 491 788 565">Improvement</th> </tr> </thead> <tbody> <tr> <td data-bbox="73 565 280 670">Waist Circumference BMI</td> <td data-bbox="280 565 596 670"><41 in. (men) <36 in (women) OR <30 BMI</td> <td data-bbox="596 565 788 670">BMI decrease by 5 points</td> </tr> <tr> <td data-bbox="73 670 280 717">Blood Pressure</td> <td data-bbox="280 670 596 717"><130/80 mmHg</td> <td data-bbox="596 670 788 717">N/A</td> </tr> <tr> <td data-bbox="73 717 280 790">HDL Cholesterol</td> <td data-bbox="280 717 596 790">≥40 mg/dl (men) ≥50 mg/dl (women)</td> <td data-bbox="596 717 788 790">Increase by 10%</td> </tr> <tr> <td data-bbox="73 790 280 837">Cholesterol Ratio</td> <td data-bbox="280 790 596 837">≤ 5.0</td> <td data-bbox="596 790 788 837">N/A</td> </tr> <tr> <td data-bbox="73 837 280 901">HbA1c</td> <td data-bbox="280 837 596 901"><5.7%</td> <td data-bbox="596 837 788 901">Decrease HbA1c by 1.45%</td> </tr> <tr> <td data-bbox="73 901 280 968">Glucose Fasting Non Fasting</td> <td data-bbox="280 901 596 968"><100 mg/dl <141 mg/dl</td> <td data-bbox="596 901 788 968"></td> </tr> </tbody> </table>	Healthy Outcomes	Action to Earn Points	Improvement	Waist Circumference BMI	<41 in. (men) <36 in (women) OR <30 BMI	BMI decrease by 5 points	Blood Pressure	<130/80 mmHg	N/A	HDL Cholesterol	≥40 mg/dl (men) ≥50 mg/dl (women)	Increase by 10%	Cholesterol Ratio	≤ 5.0	N/A	HbA1c	<5.7%	Decrease HbA1c by 1.45%	Glucose Fasting Non Fasting	<100 mg/dl <141 mg/dl		<p style="text-align: center;">100</p> <p style="text-align: center;">50/250</p>
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<p>Preventative Care - Inframark medical plan participant points are awarded automatically based on claims data processed, which can take up to three months. If you are not on Inframark's medical plan, upload to the Health Advocate site proof (such as an EOB) that you've seen your doctor for any of the below preventative screenings. Visits occurring between 9/1/2024 - 8/31/2025 will qualify for points. Points can be earned for up to 4 preventive exams. <i>Qualifying Exams/Screenings: Annual Physical, Vision, Dental, Breast Cancer, Prostate Cancer, Colon Cancer, Cervical Cancer, Osteoporosis, Skin Cancer.</i></p>	<p style="text-align: center;">30/120</p>																					
<p>Be Tobacco Free! - Verify you do not use tobacco and earn points.</p> <p>Want to quit Tobacco products? Enroll & Complete the Quit Tobacco Coaching Pathway - Just call 855-424-6400 to get started (12 week duration). Point values include enrollment, completion, and max.</p>	<p style="text-align: center;">20</p> <p style="text-align: center;">20/80/100</p>																					

BE WELL



ACTIVITY	POINTS/MAX
<p>Coaching - Connect with a Health Advocate coach by phone or email to meet your goals of eating healthier, losing weight, stop/reduce smoking, or other health goals. You can also engage with an advocate to discuss the results of your health screening and set health goals. Just call 855-424-6400.</p> <p style="text-align: center;"> 1-2 sessions 3 sessions 6 sessions </p>	<p>10/20 60 120</p>
<p>Teladoc Health (Diabetes & Hypertension Management Program) - If you have been diagnosed with diabetes or hypertension, sign up and engage with the FREE Teladoc Health program. You can receive a free cellular enabled glucose meter and free unlimited testing supplies OR a free blood-pressure monitor; these devices allow you to track your health progress and receive telephonic support. To get started call 800-945-4355.</p> <p>Teladoc Health Diabetes or Hypertension</p> <ul style="list-style-type: none"> - Enrollment – Enroll with Teladoc Health Diabetes and/or Hypertension (One time) - Activation – Used device for a first blood glucose test or first blood pressure reading (One time) - Engagement – 5 Blood Glucose Checks a month or 2 blood pressure checks a month - (Monthly) <p>Note: If you have both diabetes and hypertension, you are eligible to participate in both programs and earn full points for each program.</p>	<p>10 5 10/120</p>
<p>Flu Shot - Flu shots billed through Inframark’s medical plan or received from onsite Inframark events will automatically load to your point totals. If neither of these apply to you, you can submit proof of a flu shot via the Health Advocate site. Shots received between 1/1/2024 – 12/31/2024 are eligible for points.</p>	<p>25</p>
<p>Personal Health Profile - Take this online survey to learn more about your current health status, so you can improve your overall health and well-being.</p>	<p>25</p>
<p>Register for Teladoc (Inframark medical plan enrollees only)- General health services for FREE! (HDHP = \$56) that allow you to speak with a licensed doctor by phone/web/mobile app. Call 1-855-835-2362 or visit teladochealth.com/aetna to get started. <i>Teladoc is available seven days a week, 24/7. Applicable to out-of-pocket costs for a specialist visit.</i></p>	<p>20</p>
<p>Send Health Screening Results to Physician - Complete the submission through the Health Advocate website.</p>	<p>20</p>

BE WELL



ACTIVITY	POINTS/MAX
Engage with an Advocate - Find in-network doctors, resolve insurance claims/ billing issues, support medical issues (from common to complex), receive answers to your questions about diagnoses and treatments. <i>This is not for wellness related questions, troubleshooting, etc.</i>	10/20
Sync your Device - Easily accumulate point for health trackers by linking your fitness device, favorite wellness app or Apple Health to the Health Advocate website or mobile app. See page 10 of this guide for syncing instructions.	10

BE BALANCED



ACTIVITY	POINTS/MAX
Health Trackers - Earn points for tracking hours of sleep, mood, managing stress, and meditation/resilience.	1/120
Personal Guided Pathways - Happiness & Thriving, Mindfulness, Sleep Better and Stress Less (30 days to complete).	50/100
Coaching (3 sessions) - Work with a wellness coach for personal support to help better manage your stress and live in balance.	60
Workshops - Complete a 6-chapter, self-guided online Be Well wellness workshop: Making Sense of Mindfulness, Resilient You, Stress and How to Cope, Successful Sleep Strategies. No more than one workshop in progress at a time.	25/50
Personal Challenges - Log activity at least once per week with these suggested challenges: Book Worm Challenge, Digital Detox, Dream Routine, and Now and Zen.	10/50
Register for Teladoc - FREE Mental health services, available 24/7, for all Inframark medical plan enrollees. Speak with a licensed counselor, therapist, psychologist or psychiatrist anytime you need. Call 1-855-835-2362 or visit teladochealth.com/aetna to get started.	20
Connect with a Health Advocate Employee Assistance Professional (EAP) - Access your own personal advocate who will compassionately, and confidentially, guide you to providers who specialize in illness such as depression, anxiety, substance abuse and more. The EAP can also assist with day care, elder care, legal/ financial concerns, relationships, self-esteem and more. This is a company paid benefit available to you and other household members. Get started by calling 855-424-6400 or go to www.HealthAdvocate.com/Inframark . Use of the EAP remains confidential and Inframark will not have access to any information about your use of services.	10/20

BE CONNECTED



ACTIVITY	POINTS/MAX
Company Wellness Challenges - Connect with your fellow coworkers and help each other stay on track with your well-being goals by participating in an Inframark sponsored wellness challenge. Stay tuned for challenge dates! <i>Points for completion will be awarded if you track your activity each week of the challenge.</i>	50/100
Personal Pathfinder - Complete the wellness self-assessment to measure your physical, emotional, financial, and social well-being.	20/40
Member Site Access - Sign on to Health Advocate through the website or Mobile App – points given for one time per month maximum. Dates of site access are from 3/17/25 - 8/31/25.	5/35
United Concordia Dental Registration - Register at www.ucci.com (or download the United Concordia mobile app) to access your dental card, look up in-network dentists and become familiar with your benefits.	10

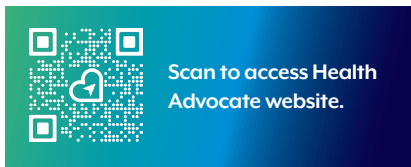
BE SUCCESSFUL



ACTIVITY	POINTS/MAX
Personal Guided Pathways - Complete four modules (dropped weekly) with videos, articles, podcasts, and quizzes designed to build healthy habits and learn new skills- <i>30 days to complete.</i>	50/100
Learning Center - Read articles or watch videos curated for your well-being goals.	5/75
Empower Retirement - Contribute to a tax-deferred savings account to increase your retirement income. Inframark's 401(k) matching contributions are 50% up to the first 6% of your contributions from your paycheck.	
• Register your online account at www.empowermyretirement.com	10
• Change/update your beneficiaries on Empower's website	10
• Increase your payroll contribution percentage by at least 1%	20

Note: A variety of activities such as health trackers, challenges, and learning centers cover all four pillars of wellness; the points and maximum noted are for each type of activity.

GETTING STARTED



Getting started is easy. Simply register on the Health Advocate website by following the steps below. If you have previously registered, just log back in!

How to register on the Health Advocate website:

- Go to www.HealthAdvocate.com/Inframark
- Scroll down and click on “Register Now”
- Enter company code “Inframark”
- Enter your legal name, date of birth and zip code
- An email with a verification code will be sent
- To register a spouse, enter their email address
- Once registered, log in and get started!

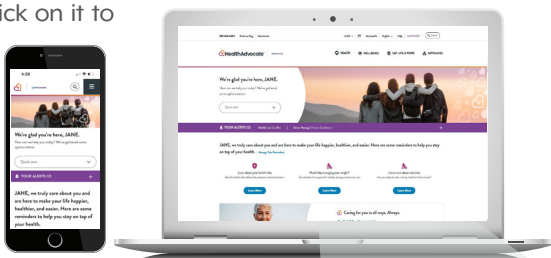
STAY CONNECTED



Track Your Wellness Online And On Your Phone

Your Health Advocate portal allows you to track your activity and see how many points you have earned to date. When you log on, “My Points” will appear on your wellness home page. Click on it to see details of your progress.

You will see activities you have completed, activities in progress and the points assigned to each.



Questions? Contact us.

We hope that you take advantage of your wellness incentive program for both the rewards and improved health! If you have any questions, just call!



Call toll-free: 855.424.6400




Visit: HealthAdvocate.com/Inframark

Email: answers@HealthAdvocate.com


SYNCING YOUR FITNESS DEVICE


- Log in to HealthAdvocate.com/Inframark
- At the top of the page, click on “My Account”
 - If syncing from a smartphone, click on the menu icon, then “account settings”
- Click on “Fitness Devices & Apps”
- Click on the device you want to sync
 - Depending on your specific device, additional steps may be required to follow
- You will only see an option to sync an Apple device when logged on the Health Advocate app on compatible mobile devices


Connected

 **Apple Health**
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[Sync](#) [Disconnect](#)

 **MapMyFitness**

 **MyFitnessPal**

 **Fitbit**









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2025 WELLNESS PROGRAM - 3/17/25-8/31/25

NEED HELP? CALL YOUR COACH



Your Health Advocate Wellness Coach can help you lose weight, eat better, reduce stress, stop smoking, and reach other health goals. You have unlimited access to a personal Wellness Coach for ongoing motivation, as well as online health tools, available through the web or mobile device, 24/7. Start Wellness Coaching today:

-  Determine your health risks; stay motivated to reach your health goals
-  Arrange unlimited, one-on-one Wellness Coaching sessions
-  Make a wellness plan; set clear, attainable goals and get support along the way
-  Access health trackers, competitions, workshops, the Personal Health Profile, and more on your member website at www.healthadvocate.com/inframark

Just Call! 855.424.6400