

Powering Up Wellness 2022



ATC is empowering you to be well

At American Transmission Co., **we care** is one of our values. We care about you and your family's health and well-being. Our comprehensive wellness program provides tools and resources to help you and your family lead healthy, productive and balanced lives. We continuously look for ways to improve the program and have made several enhancements for 2022. You can now get a head start on reaching your wellness goals as the program will launch on **Nov. 1, 2021** and run through **Aug. 31, 2022**. **Please note:** this is a new deadline for the program. The incentives and point totals will remain the same as last year.

NEW PROGRAM DEADLINE DATE | NEW URL | NEW COACHING PROGRAM

Who is eligible - All benefit-eligible employees may participate in the program. Spouses who are enrolled in the ATC medical plan also may participate.

What you earn - Wellness program participants enrolled in an ATC medical plan can earn medical plan premium reductions and HSA contributions; non-medical plan participants can earn a digital e-gift card through the Rewards Genius program by Tango Card.

How it works - Participants earn rewards for completing the wellness levels outlined in the table below. Program participants track their goals and progress on wellness challenges using the online tools on the Powering Up Wellness website atc.adurolife.com.

Accessing your account - Eligible participants will receive an email from Aduro on **Nov. 1, 2021**, with a link to the **NEW** Powering Up Wellness website atc.adurolife.com. There, each participant will register for an account on the new website by clicking on "Sign Up" and following the prompts.

Please Note: *Employees and spouses do not share accounts. Employees will need their Workday employee ID to register. Participating spouses use the same link and Workday employee ID to register but add an "S" at the end to signify spouse status.*

Nov. 1, 2021 - Aug. 31, 2022	Level 1 - Kilowatt	Level 2 - Megawatt	Level 3 - Gigawatt
WHAT TO DO	Biometric health screening Dental exam (see page 2) 1,000 points	Complete activities and challenges to earn at least 2,000 points	Complete activities and challenges to earn at least 3,000 points
REWARDS: Medical plan participants	2023 medical premium reduction	2023 core HSA contribution	Additional 2023 Wellness HSA contribution
Benefit eligible, non-medical & HSA plan participants	\$50 Tango gift card	\$100 Tango gift card	\$300 Tango gift card
Spouses enrolled in the medical plan	2023 medical premium reduction	\$50 Tango gift card	\$100 Tango gift card

MEASUREMENTS:

Biometric Health Screening, each measure is 265 pts.

MEASURE	HEALTHY RANGE
Blood pressure (Systolic/Diastolic)	Systolic < 120 AND Diastolic < 80
Blood glucose	Non-fasting: 70-125 mg/dl Fasting: 70-99 mg/dl
Total cholesterol: HDL Ratio	Male: <4.5 Female: <4.0
Body composition	Waist circumference: Male: < 40" Female: < 35" AND/OR BMI < 25

Implementing healthy outcomes - If the "healthy measure" is not attained in 2022 but there is an improvement over 2021 screening data of 5% or greater, 265 points will be awarded.

NEW FOR 2022

Human Performance Coaching Program

The Aduro Human Performance Coaching Program offers personalized 6-week sessions in interrelated aspects of life: Mindset & Resilience, Purpose & Contribution, Lifestyle & Health, Relationship & Community, Development & Growth, and Money & Prosperity.

The program is based on the science of motivation and behavior and includes more than 300 paths, practices and habits for engagement. Employees can receive coaching in different formats including self-guided participation, digital conversations, group sessions and 1:1 interactions. Employees can earn points as they complete practice items as part of the coaching and there is no cost to participate.

Level 1 requirements must be completed to earn incentives offered in Levels 2 and 3. Only ATC benefit eligible employees, and spouses enrolled in the ATC medical plan are eligible to receive program rewards. Both must complete Level 1 to earn the 2023 medical plan premium reduction.



Questions? Contact Sr. Benefits Specialist
Sara Wilder at ext. 6872 or Aduro at (855) 864-0721.



Biometric Health Screening

- Print the 2022 physician form available at atc.adurolife.com and bring it to your provider to complete.
- To ensure accuracy and improve timeliness of receipt of your biometrics, please submit the form with your results online (preferred method) or fax to Aduro at (866) 877-7095 by **Aug. 31, 2022**. (Please note the new deadline)
- Results will be accepted for screenings performed between **Oct. 1, 2021** and **Aug. 31, 2022**. (Please note the new deadline)
- Biometric health screenings are covered by ATC's medical plan every calendar year. **You do not need to wait 12 months between appointments.** We encourage you to schedule your screening well in advance of the **Aug. 31** deadline to ensure timely receipt of results.

Dental Exam

- Go to your dentist for an exam between **Oct. 1, 2021** and **Aug. 31, 2022**. *The deadline has been adjusted to help ensure year-end reporting is finalized at the close of the program.*
- If you or your spouse are covered by ATC's dental plan, Delta Dental will report the exam to Aduro, the Powering Up Wellness program administrator. No other action is needed by you.
- Employees/spouses **not** covered by ATC's dental plan may print the affidavit form available at atc.adurolife.com. The dentist completes the form, and you can then return it to the ATC Total Rewards Team.
- ATC's dental plan covers preventative dental exams twice per year. You do not need to wait six months between appointments. **We encourage you to schedule your exam well in advance of the Aug. 31, 2022** deadline to ensure timely receipt of results.
Please note: Spouses who have dual coverage may also need to complete the form as their coverage through their employer would be primary and may not be reported by Delta Dental.

EMPLOYEE TESTIMONIALS

"ATC's wellness program has helped me establish positive habits that reinforce what I love, encourage new endeavors and set goals for future happiness and financial security."

- Spouse of an ATC employee

"Powering Up Wellness has inspired me to live healthier by creating new habits that have given me impactful wellbeing benefits."

- Outage Coordination employee

"The wellness program has helped me to stay on track with eating healthy & exercising. Eating healthy was sometimes hard for me, but now that I'm tracking it through the wellness program, it has helped a lot."

- Asset Maintenance employee

"The wellness program has proven to be helpful to keep both physical and mental wellness top of mind. Since last year, I have lost about 30lbs, and I have become much more healthy. The program has rewarded me for it by giving me points for being within "healthy ranges" on my biometric screening."

- Construction Management employee

"The most profound impact on me is the Roadmap to Success. Over the last three years, my husband and I have used the roadmap to re-establish and recommit to financial goals we have. The roadmap has provided goal setting to help us adjust our financial plans to meet our long term goals, and to ensure we are aligned on those goals."

- Vegetation Management employee

HOW DO I REACH THE LEVELS OF ACHIEVEMENT?

There are a total of 13,500 points available throughout the program year. This gives participants ample opportunity to reach any goal level, including Level 3 – Gigawatt, which only requires 3,000 points.

Employees will need the Employee ID number found in Workday to create an account.

Spouses need to add an S to the Employee ID to create their account.

Visit: atc.adurolife.com | Click Sign Up and follow the prompts.