

Be Healthy. Get Rewarded.

Earn up to \$300 in 2 easy steps between **October 1, 2016** and **September 30, 2017**.

Who's Eligible: Disney employees and Cast Members plus their spouses/domestic partners who are enrolled in a 2017 Disney medical plan option.

Earning Rewards: Employees and Cast Members can earn up to **\$300**. Spouses or partners can also earn up to \$300 for a total of up to \$600.

How Rewards are Paid: Your 2017 wellness rewards will be deposited into your Health Savings Account (HSA) or Health Reimbursement Account (HRA) within four to six weeks after they are earned.¹



Complete the Personal Health Assessment (PHA)

The PHA is the gateway to earning wellness rewards each year: **It must be completed to earn the rewards in Step 2.**



Employees and Cast Members earn \$100 for each goal met – up to \$300



Goal 1:

Earn \$100 for getting any one of the following preventive exams:

- Biometric screening – complete at an onsite event, retail location or with your primary care physician
- Preventive exam
- OB/GYN exam
- Cervical cancer screening (Pap or HPV test)
- Colon screening
- Mammogram
- Prostate screening
- Skin cancer screening

Goal 2:

Earn \$100 for achieving a **Body Mass Index (BMI) of less than 27**

Goal 3:

Earn \$100 for achieving a **Blood Pressure (BP) of less than 140/90**

Alternative activities to earn these rewards include reducing the initial BMI result by 5% or more, working with a *Disney Healthy Pursuits* coach or completing an online coaching program. If a doctor believes that meeting the target numbers is currently medically inappropriate, employees can submit a form from the doctor to request that the requirements be waived or modified.

Ready to get started?

- ✓ Go to **Benefits.Disney.com** and click **“Take the PHA”** or
- ✓ Log in to **myCigna.com** (you may need to register first).
- ✓ Schedule a **biometric screening** at an onsite event, LabCorp facility or certain Walgreens or Duane Reade pharmacies. Learn more at **<https://provantevents.com/Disney>** or call your PCP to schedule your preventive exam and/or screening.

Don't forget! Be sure to encourage your spouse or partner to participate, too.



1. If you and your spouse/partner both participate, all wellness rewards will be credited to the HSA or HRA of the covered employee. If you both work for Disney and are enrolled separately, rewards will be credited to each individual's account.



What if my numbers are off the mark?

If your initial results show your BMI and/or BP results aren't on target, there are still several ways you can still qualify for wellness rewards as long as you act between **October 1, 2016** and **September 30, 2017**.

- Option 1:** Set a health goal with a *Healthy Pursuits* Coach and meet that goal within the plan year
- Option 2:** Complete one of the following online programs:

 Weight Management	 Blood Pressure Management
<ul style="list-style-type: none"> • Eat Better • Lose Weight • Enjoy Exercise 	<ul style="list-style-type: none"> • Eat Better • Lose Weight • Enjoy Exercise • Feel Happier • Conquer Stress

- Option 3:** Lower your initial BP or BMI to achieve target numbers² and get re-screened within the plan year
- Option 4:** Lower your initial BMI baseline reading by 5% and get re-screened within the plan year

Teaming up with a health coach to reach your goals

The *Disney Healthy Pursuits* Wellness Team is a free, confidential service that connects you one-on-one with a health coach so you can turn your health goals into your new reality. Just call **1-800-577-7498, press 2** or say "Disney *Healthy Pursuits* Wellness Team."



Track Progress on myCigna.com

You can track rewards you've earned on **myCigna.com** by clicking on **Wellness Rewards** in the **My Health** tab.

Questions? Call the Disney Benefits Center at **1-800-354-3970**.

2. If your doctor recommends that meeting the target numbers is currently medically inappropriate for you, you can submit a request to modify or waive program requirements. Go to Benefits.Disney.com to download the Request for Program Alternative Fax Form your doctor must complete.

ELIGIBILITY: All full-time, U.S.-based (and U.S. expat) employees, Cast Members and their spouses/domestic partners who are enrolled in a 2017 Disney medical plan option are eligible to participate in the Wellness Rewards Program. Annual completion of the PHA and a biometric screening are required in order to receive rewards under the Wellness Rewards Program. Rewards can be earned by getting a preventive exam or screening, achieving a blood pressure below 140/90, achieving a BMI of less than 27 (or reducing your initial BMI result by 5%), setting and meeting goals set with a *Healthy Pursuits* Coach, or completing an online coaching program.

IMPORTANT NOTE: In order to be eligible to receive wellness rewards, you must be an active employee at the time rewards are paid.

EXCEPTIONS: Due to an individual's particular medical or health situation, an alternative for certain requirements will be made available to earn the results-based rewards. Under these circumstances, your doctor will need to complete and submit a Request for Program Alternative Fax Form (available at Benefits.Disney.com and www.myCigna.com) certifying that a program requirement would be inaccurate, inappropriate or unattainable for the individual. Consideration will be given on an individual basis as to whether a reasonable alternative should be provided. Program requirements will be waived or modified when necessary to comply with applicable federal, state and local law. If your initial BMI doesn't qualify, you can still earn the BMI reward if you retest by September 30, 2017 and achieve a BMI less than 27, or decrease your initial BMI by 5% or more.

This document highlights provisions of and changes to the Wellness Rewards Program as of October 1, 2016. You may or may not be eligible to participate in this program, depending on job status, work location or applicable collective bargaining agreement, as well as whether you are enrolled in a Disney medical option. For a complete description of the program, refer to the Summary Plan Description at Benefits.Disney.com. Disney reserves the right to amend or terminate this program at any time.