



Welcome to the 2026 Wildman Business Group Voluntary Wellness Program. Your participation will reward and support you in making healthy lifestyle choices. It is simple, fun, and good for your health and well-being!

WHO IS ELIGIBLE TO PARTICIPATE? Employees and Spouses enrolled in the Wildman Medical Plan.

WELLNESS LEVEL	WELLNESS ACTIVITIES	2026 INCENTIVES		DEADLINE
		EMPLOYEE ONLY	COVERED SPOUSE	
Base	Nicotine User and does <u>not</u> Complete Steps 1-3	<u>Employer HSA Contribution:</u> \$0 <u>Per Pay Reduction:</u> \$0		
Good	Nicotine Free or (complete nicotine cessation program)	<u>Employer HSA Contribution:</u> \$25 <u>Per Pay Reduction:</u> \$45.66		4/1/2026
Better (Step 1)	Fasting Lab Draw/Biometrics	<u>Biometric Ranges:</u> BP: less than 139/89 HDL: greater than 55 LDL: less than 130 Glucose: less than 100 <u>Employer HSA Contribution:</u> \$225 <u>Per Pay Reduction:</u> \$55.81	<u>Employer HSA Contribution:</u> \$100	11/30/2026
Better (Step 2)	Annual Physical			
Better (Step 3)	Review your Fasting Lab Draw/Biometrics and Annual Physical Results with your One-to-One Provider			
Best	Nicotine Free and <u>does</u> Complete Steps 1-3	<u>Employer HSA Contribution:</u> \$250 <u>Per Pay Reduction:</u> \$101.47		

ANNUAL EMPLOYER HSA CONTRIBUTION AND PER PAY REDUCTION	2026 INCENTIVES	
	EMPLOYEE ONLY	COVERED SPOUSE
	<u>Employer HSA Contribution:</u> \$250	
	<u>Per Pay Reduction Annually:</u> Base: \$0 Good: \$1,187.16 Better: \$1,451.04 Best: \$2,638.20	<u>Employer HSA Contribution:</u> \$100

REASONABLE ALTERNATIVE:

If it is unreasonably difficult due to a medical condition for you to achieve the standard for the reward under this program, or if it is medically inadvisable for you to attempt to achieve the standard, a reasonable alternative standard or waiver of the standard is available.

Please contact Heather Millington at (574) 306-4640 or Heather.Millington@WildmanBG.com and we will work with you to find a program that is right for you. Your personal physician's recommendations will be accommodated.

ADDITIONAL DETAILS:

Base (Nicotine User and does NOT Complete Steps 1 – 3):

Participant is a nicotine user or tests positive for nicotine and does not complete an approved nicotine cessation program. Participant also does not complete steps 1 – 3 (“Better”).

Good (Nicotine Free):

Participants will sign a nicotine attestation during Open Enrollment. Within the first 90 days of 2026, all employees who have signed the attestation, stating they are nicotine free, will be tested for nicotine. If you test positive for nicotine, your employee cost per pay will be increased starting April 1, 2026.

NOTE: You can complete an approved nicotine cessation program to qualify for the Nicotine Free (“Good”) portion of your Wellness Program at any time during the year.

Better (Step 1): Fasting Lab Draw/Biometrics

A comprehensive analysis of cholesterol, glucose, blood pressure, and other evaluated areas. Lab draws/biometrics can be scheduled at the onsite biometric screenings or with your PCP between December 1, 2025, and November 30, 2026.

Better (Step 2): Annual Physical

Overall wellness check. Physicals can be scheduled with your PCP between December 1, 2025, and November 30, 2026.

Better (Step 3): Review your Fasting Lab Draw/Biometrics and Annual Physical Results with your TextCare Provider

Participants will need to complete their fasting lab draw/biometrics and annual physical (steps 1 – 2) prior to setting up time with your One-to-One Provider. Once you have completed steps 1 – 2, you **MUST** set up an appointment to review those results with your One-to-One Provider. Appointments with your One-to-One provider must be completed prior to November 30, 2026.

Best (Nicotine Free and Completion of Steps 1 – 3):

Participant is nicotine free (“Good”) and completes Steps 1 – 3 (“Better”).

Base (Nicotine User and does NOT Complete Steps 1 – 3):

Employee Per Paycheck Financial Impact: Reduced \$0 annually.

Employer HSA Contribution: \$0

Good (Nicotine Free):

Employee Per Paycheck Financial Impact: Reduced \$1,187.16 annually.

Employer HSA Contribution: \$25 Employee

Better (Completion of Steps 1 – 3):

Employee Per Paycheck Financial Impact: Reduced \$1,451.04 annually.

Employer HSA Contribution: \$225 Employee

Best (Nicotine Free and Completion of Steps 1 – 3):

Employee Per Paycheck Financial Impact: Reduced \$2,638.20 annually.

Employer HSA Contribution: \$250 Employee

PLEASE NOTE:

Nicotine free (“Good”) completion will credit towards per pay reduction on January 1, 2026.

Steps 1 – 3 (“Better”) completion will credit towards per pay reduction on January 1, 2027.

All Employer HSA contributions will be made upon completion of nicotine free (“Good”) and/or steps 1 – 3 (“Better”).

The Fasting Lab Draw/Biometrics you completed prior to 11/30/2025 qualify you for and credit towards the Steps 1 – 3 (“Better”) per pay reduction on January 1, 2026.



NEW HIRES:

Anyone that is hired in 2026 will have the option to turn in documentation to complete the 2026 Wellness Program for eligibility to lower employee cost in 2026. Documentation must be received within 90 days actively participating on a Wildman insurance plan to continue receiving the incentive. Incentive will start the first day active on the Wildman insurance plan. Failure to submit documentation will result in losing eligibility to lower employee cost.

NICOTINE CESSATION PROGRAM FAQ:

What are the company approved nicotine cessation programs available to me?

Call 1-800-QUIT-NOW: Quit Now offers telephonic counseling with a nicotine cessation coach 24 hours a day, 7 days a week. You will work one-on-one with a coach to develop a personalized quit plan over the course of four or five (depending on your situation) phone calls.

There is a web-program you will have access to for additional resources, but to complete the company approved nicotine cessation program, phone coaching must take place. Once your calls are complete, you will request a letter of completion from your coach and submit it to Human Resources.

What steps do I have to take to receive the Nicotine Free (“Good”) per pay reductions?

You must complete the above Nicotine Cessation Programs. Once you have done so, you need to request a certificate of completion from your coach. Your certificate should be submitted to Human Resources by 04/01/2026 for you to keep eligibility to lower employee cost. Employees hired have 90 days from the time they begin participating in the Wildman insurance plan to complete the program and submit their certificate to HR.

How do I register for the Quit Now program?

To register for the program, call 1-800-QUIT-NOW or contact Human Resources.





NOTICE REGARDING WELLNESS PROGRAM

The 2026 Wildman Business Group Voluntary Wellness Program is a voluntary wellness program available to all employees and spouses covered on the medical plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. You will also be asked to complete a biometric screening, which will include a blood test for cholesterol, glucose, and blood pressure readings. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

Employees who choose to participate in the wellness program will receive an incentive of premium reductions for completing the activities listed above in Level Two: Base Wellness Incentive, level two must be completed in order to achieve level three premium reductions. Although you are not required to participate in the biometric screening, only employees who do so will receive Base Two premium reduction based on their medical plan enrollment Step (employee only/employee plus spouse or family).

Additional incentives may be available for employees who participate in certain health-related activities listed under Level Three: Additional Wellness Incentive. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Heather Millington, Benefits/Compensation Manager Wildman Business Group at heather.millington@wildmanbg.com.

The results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks and may also be used to offer you services through the wellness program, such as health coaching. You also are encouraged to discuss your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program, Wildman Business Group and Apex Benefits may use aggregate information it collects to design a program based on identified health risks in the workplace, Wildman Business Group and Apex Benefits will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are registered nurses, a doctor, clinic providers, and health coaches to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Heather Millington, Benefits/Compensation Manager Wildman Business Group at heather.millington@wildmanbg.com