



Philips 2023 Well-Being Program Guide

Philips is committed to helping our employees focus on their well-being. We've partnered with Health Advocate to offer you an enhanced and immersive well-being experience with new expert tools, resources, curated content and a reward to help you thrive!



Start date:
February 1, 2023



Complete activities
that will help
you thrive



Deadline to
earn points:
December 31, 2023



Deadline to
redeem points:
January 31, 2024



Feel good knowing
you've earned
a reward

Well-Being Reward Details

Register or log on to Health Advocate starting February 1, 2023 to check out all the new enhancements. Complete well-being activities outlined in this guide to earn points. Receive the equivalent of \$1 for every point earned up to a maximum of \$400* to spend on e-gift cards, fitness gear and other healthy merchandise.

You can start earning and redeeming your points as of February 1, 2023. The last day to earn points is December 31, 2023. You will then have until January 31, 2024 to redeem any remaining reward dollars you earned. If your employment with Philips terminates during 2023, you must redeem your rewards by your last day of employment.

**Due to IRS rules, incentives received are considered taxable income and will be reported on your Philips pay stub as soon as administratively possible after redemption.*

Well-Being Reward & Program Eligibility

U.S. benefits-eligible employees may participate in the online wellness program and are eligible to earn the incentive.

Spouses, domestic partners and dependents over the age of 18 are eligible to utilize the online wellness program and its features, but are not eligible to earn the incentive.



Being active is more than a goal — it's a way of living



Activities	Action(s) to Earn Points	Points/Max.	✓
Quest Biometric Screening	Gain insight into your unique health needs and risks for chronic diseases so you can make a plan to get—and stay—healthy! Complete your health screening: <ul style="list-style-type: none"> • At an Onsite Event at certain Philips locations • At a Quest Patient Service Center using a voucher • With your doctor using a physician form 	50/50	
Personal Health Profile (PHP)	Complete this online survey to assess your lifestyle and its impact on your health.	50/50	
Medical Preventive Care*	Stay on top of your health by completing preventive care exams. Visits occurring between January 1, 2023 and December 31, 2023 will qualify for points. <ul style="list-style-type: none"> • Annual Physical Exam • Breast Cancer Screening • Cervical Cancer Screening • Skin Cancer Screening • Colon Cancer Screening Don't have a primary care physician? Call Health Advocate to find the right doctor for you.	50/250	
Dental Cleaning/Exam*	Complete at least one dental cleaning/exam per year. Please note: The ADA recommends at least two dental cleanings per year.	50/100	
Vision Exam*	Complete one vision exam per calendar year.	50/50	
Flu Shot	Protect yourself and others from the flu by getting a flu shot.	25/25	
COVID-19 Vaccine	Protect yourself and others from COVID-19 by getting the vaccine in 2023. Report completion online at Health Advocate and upload proof.	50/50	
Learning Center New for 2023!	View articles, videos and more about virtually every health and well-being topic across gender, geography and generation.	10/110	
Personal Pathfinder New for 2023!	Take this assessment quarterly to help guide you to your well-being priorities and discover what is most important to you.	10/40	
Guided Pathways New for 2023!	Explore online guided pathways to take action for improved well-being. There are a variety of pathways to choose from to help you build skills and learn new healthy habits.	100/400	

* If you are enrolled in the Philips medical, dental and/or vision plan(s), Health Advocate will automatically receive proof of your exam from the vendors approximately 3 months after the date of your exam. Please note it can take up to 3 months from the date of service for your points to be updated. If you are not enrolled in a Philips medical, dental or vision plan or if you use a CVS flu shot voucher you can still earn points by self-reporting completion on the Health Advocate website.



Live each day
with **intention**
and **direction**



Activities	Action(s) to Earn Points	Points/Max.	✓
Health Advocate Website or App Visit	Sign on to Health Advocate through the website HealthAdvocate.com/Philips or the mobile app. Earn 5 points for your first monthly login.	5/25	
Engage with an Advocate	Contact Health Advocate to help you find a provider, resolve billing or claims issues, get medical support and answer benefit questions. <i>Wellness troubleshooting or questions do not count for points.</i>	5/10	
Well-Being Workshops	Participate in online, self-paced workshops on nutrition, fitness, stress, weight loss, resilience, financial wellness, and more! <i>Complete all chapters to earn points.</i>	50/200	
Quit Tobacco Pathway Completion	Complete the online 12-week Quit Tobacco Pathway. Earn points by completing at least 8 modules. Take control of your habit and quit for good!	75/75	
Learn to Live	Does social anxiety, depression, stress, insomnia or substance abuse seem to have control over your life? Learn to Live is based on the proven principles of Cognitive Behavioral Therapy (CBT) that focuses on problem solving and changing behaviors.		
	Enroll in Learn to Live	10/10	
	Participate in Webinars Or take part in the Mindful Moments	20/40	
Hello Heart 3-Month Check-Ins	A clinically based smartphone solution to track, understand and improve your blood pressure and heart health. Log your Blood Pressure in the app at least twice a month for 3 consecutive months to earn 75 points.	75/75	
Empower Financial Wellness	Complete the Financial Wellness Assessment to enhance your short and long-term financial well-being and review, complete, or update your 401(k) Plan beneficiary information. Visit www.philips401k.com to get started!	25/50	
Register for Quit Genius	The program combines medication, CBT, remote monitoring and support for alcohol, opioid and tobacco substance addictions.	15/15	
Register for GI Thrive New for 2023!	GI Thrive is a digestive health program that uses digital health solutions to provide personalized, comprehensive care for people with digestive conditions.	15/15	
WellConnection (TeleHealth)	If you're enrolled in a BCBS medical plan, register for WellConnection by visiting WellConnection.com or by downloading the app to access general medical and behavioral health telehealth services. Points will be awarded 30-60 days after you register.	15/15	



Well-being is a journey, not a race



Activities	Action(s) to Earn Points	Points/Max. ✓
Register for MyBlue	If you are enrolled in a BCBS plan, register for MyBlue which gives you access to a variety of health and wellness resources, view your Personal Health Record and your Financial Dashboard.	10/10
Ergonomic Self-Assessment for Your Workplace	Complete the ergonomics course in Philips University and self-report completion on the Health Advocate member website.	20/20
Sports League	Participate in a sports league and self-report your participation on the Health Advocate member website.	10/40
Community Wellness	Participate in community wellness by making a donation to a local charity, volunteering for a minimum of 2 hours, joining a charity walk/run or a blood donation. Self-report your completion on the Health Advocate member website.	25/100
Link Your Fitness Device	Easily accumulate points for health trackers linking your fitness device, favorite wellness app or Apple Health to the Health Advocate website or mobile app.	10/10
Healthy Behavior Tracking	Track your progress and reach healthy goals! Connect your compatible fitness device or manually track your activity. See chart on page 5 for trackers.	100 Max
Well-Being Challenges	<p>Have fun while getting healthy by participating in wellness challenges. In order to earn points, you must track your progress each week of the challenge.</p> <div data-bbox="381 1266 1279 1434"> <p>Q1: Back on Track Get back on track with your activity with the goal of being active for 30 minutes each day. Length: 4 Weeks</p> </div> <div data-bbox="381 1434 1279 1570"> <p>Q2: Brain Boost Focus on brain-healthy foods and activities to complete this challenge. Length: 4 Weeks</p> </div> <div data-bbox="381 1570 1279 1780"> <p>Q3: Sail the Seas to Weight Loss Set sail from Tortuga to Skull Island during this weight loss challenge. On your way, you'll track your activity as you virtually visit several infamous pirate ports. Bon voyage! Length: 12 Weeks</p> </div> <div data-bbox="381 1780 1279 1980"> <p>Q4: Always Better Together Choose activities to connect and spend quality time with your family and friends during this challenge. Connecting with others benefits your mental and emotional health. Length: 4 weeks</p> </div>	25/100



Small steps add up to **big gains**



Track healthy habits and meet the recommended goals to earn points.
Earn a maximum total of 100 points across all trackers.

Health Tracker	Recommended Goal	Points
Distance Exercised	Log the distance you exercise daily	1
Whole Grains	Eat 3 or more servings of whole grains daily	1
Fruits and Vegetables	Boost your nutrition by eating 5 or more servings daily	1
Sleep	Function your best by sleeping 7 to 9 hours each night	1
Sodium	Strive for healthy blood pressure by reducing your intake to 2,500 mg or less daily	1
Steps	Stay on your feet by taking 10,000 or more steps daily	1
Stretching	Improve your flexibility by stretching for 10 or more minutes daily	1
Water	Stay hydrated by drinking 64 ounces of water daily	1
Manage Stress	Perform one or more activities to relieve stress daily	1
Mood	Track your mood daily	1
Reduce Social Media	Track your digital detox as you spend less time on social media daily	1
Meditation / Resilience	Perform one or more meditation or resilience activities daily	1
Strength Training	Increase your strength by performing this activity 2 or more days weekly	5
Time Exercised	Get fit by exercising for at least 150 minutes weekly	5
Weight	Log your weight weekly	5
Charity Work	Give back by volunteering your time at least once a month	10

There are many other trackers available on the website for your use that are not eligible for points.

Register for the Member Website



- 1 • Go to your Health Advocate website:
HealthAdvocate.com/philips

- 2 • Click **Register Now**

- 3 • Enter your personal information
• Click **Save and Continue**

- 4 • Create a unique **username** and **password**
• Provide an active **email address**
• Enter your mobile number (optional)
• Select whether or not you would like to receive **text messages** from Health Advocate

- 5 • Select security questions
• Read Privacy Statement and Terms and Conditions
• Place a check mark in the box indicating the terms have been accepted
• Click **Submit**

- 6 • You will receive a message confirming your registration
• Prior to logging in for the first time, you will need to **verify your account** through your email



888.367.7223, Option 1

Email: answers@HealthAdvocate.com



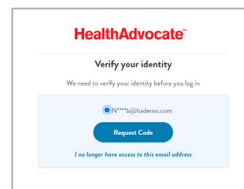
Web: HealthAdvocate.com/philips

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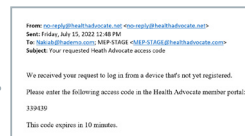
Securing Your Account



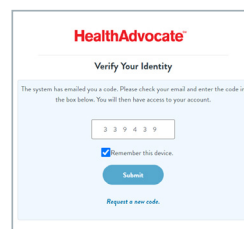
- 1 When you log in to the website for the first time, you will be asked to verify your identity. Click on **Request Code** to begin



- 2 Check your email to obtain your code. Keep your Health Advocate website up as you do so.



- 3 Return to the website and enter the code in the box. Check **Remember this device** if you do not want to complete this process each time you sign on. Click **Submit**.



- 4 From here, you will be logged in to the Health Advocate website. The device will be recognized as secure.
Please note: Each time you log in from a new device, you will be asked to repeat this process.



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Frequently Asked Questions

Q: How do I register for the Health Advocate website?

A: Visit HealthAdvocate.com/philips. Refer to page 6 of this guide for detailed instructions.

Q: Can I participate if I am on an approved leave of absence?

A: All benefits-eligible employees are able to participate in the online wellness program and earn the incentive when on an approved leave of absence.

Q: What if I am unable to fulfill a requirement of the incentive program?

A: We are committed to helping you achieve your best health. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate for more information.

Q: What are some common wellness goals Health Advocate supports?

A: We can help you reach goals in areas such as weight loss, fitness, nutrition, tobacco cessation, mindfulness, stress management, prevention and management of chronic disease, and so much more!

Q: What are some of the other Philips programs that are available to help me with my health & well-being?

A: You may be eligible to participate in Omada, a pre-diabetes prevention program that focuses on weight management and physical activity. This online, coach-led program is aimed at reducing your risk of diabetes and cardiovascular disease. Visit omadahealth.com/philips to learn more.

Don't forget, Philips also provides up to \$240 per calendar year for fitness reimbursement!

Q: Will my information and interaction with Health Advocate remain private?

A: All of your Personal Health Information (PHI) is protected and kept strictly confidential. Health Advocate will not share with Philips the information that you input into the online program or the data that is shared with Health Advocate by Quest and other vendors to award you points as outlined on pages 2 through 5. Philips may receive some participation data, if needed, to administer the program. Philips will also receive your name and incentive amount once you

redeem your points so it can properly tax your incentive. Go to the "Well-Being Tab" on the Philips Benefits Center for more information.

Q: Are my rewards taxable?

A: Due to IRS rules, incentives are considered taxable income and will be included on your W-2 and are subject to applicable payroll taxes such as federal, state, Social Security and Medicare taxes.

Q: What other issues is Health Advocate able to assist me and my family with?

A: Health Advocate can help you and your family:

- Get answers to your insurance and claims questions, resolve billing issues and connect you to all of your benefits
- Understand how your benefits work and clarify copays and deductibles
- Find the right in-network doctors, make appointments and transfer medical records
- Get estimates for procedures and access reviews for doctors, hospitals and other providers using our Quality Connect Provider Match tool
- Weigh the pros and cons of medical services and procedures with our MedChoice Support™ tool


Q: When is Health Advocate available?

A: Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Staff is available for assistance after hours and on weekends.

Q: When is the Quest Health Screening and how do I participate?

A: The Quest Health Screening is available to US benefits-eligible employees January 1, 2023 through December 31, 2023. Philips encourages you to participate as early in the year as possible to maximize the wellness programs that may be available to you.

- Screenings will be available by visiting a Quest Patient Service Center or having your primary care physician complete a physician form. Onsite events may be held at certain locations.
- Information about how to participate in the health screening will be emailed to employees, as well as posted on the "Well-Being Tab" found on the Philips Benefits Center.



Never stop
improving yourself

No matter your goals, Health Advocate can help guide you toward increased well-being through our four pillars.

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

Fosters connection with yourself, others and the environment around you.



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

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

In addition to the well-being activities and resources outlined in the previous pages, you have access to:



Recipes and Meal Plans

- Step up your morning meal game with **bold breakfasts and brunch**
- **Easy make-ahead lunches**—so tasty you'll enjoy eating them all week!
- Quick and easy-to-prepare **dinner recipes**
- Access **meal plans** for a variety of healthy goals such as heart health, weight loss and more



Your Go-To Resources

- **Health Advocate Blog:** Information to help you live well, find balance and more! Visit blog.healthadvocate.com and subscribe to get timely tips sent directly to your inbox.
- **The Learning Center:** Access videos, articles and more on virtually any health and well-being topic




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Important Program and Benefit Information



The Wellness Program is a plan component of the Philips North America Group Welfare Benefit Plan (the “Group Welfare Benefit Plan”).

While the Wellness Program’s provisions determine the activities for which you may earn an incentive, you and your health care provider have ultimate responsibility for determining appropriate treatment and care and whether you are able to participate in the Program’s activities. Philips, the Wellness Program, the Group Welfare Benefit Plan and your employer are not responsible for any injury, loss or damage you may sustain as a result of your participation in the Wellness Program’s activities.

This guide contains only highlights of the Philips benefit plans. For detailed information on a benefit plan, please consult your summary plan description and the official plan document for that plan. In the event of a discrepancy between the official plan document and this guide, the official plan document will control. Receipt of this guide does not guarantee eligibility for any Philips sponsored plan or program of benefits. Eligibility for and entitlement to a benefit is governed by the terms of the official plan document. Philips reserves the right to modify, or terminate completely, any benefit plan, at any time and without notice.



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