

| Tier | Activity                                    | Deadline          | 2027 Per-Pay Reward |
|------|---------------------------------------------|-------------------|---------------------|
| 1    | Wellness Assessment and Biometric Screening | October 31, 2026  | (\$7.50)            |
| 2    | Meet Target Values from Screening           | November 30, 2026 | (\$7.50)            |
| 3    | Earn 50,000-99,999 Wellable Points          | November 30, 2026 | (\$7.50)            |
| 4    | Earn 100,000+ Wellable Points               | November 30, 2026 | (\$15.00)           |



# 2026 ANNUAL WELLNESS PROGRAM

January 1 – November 30

All employees and spouses are welcome to participate! If you are enrolled in the Low, Mid or High Plan, you can earn a per-pay discount on your medical contributions by completing wellness activities. If you are enrolled in the Qualified Plan, your reward will be deposited on a per-pay basis to your Health Savings Account. Employees not enrolled in the medical plan can earn a half day off with pay when they complete all 4 tiers.

## TIER 1 - PERSONAL WELLNESS ASSESSMENT AND BIOMETRIC SCREENING

Take an online questionnaire on Wellable and compete a free biometric screening to meet the requirements of this tier AND earn 1,000 bonus points for each.

| Screening Metric  | Target Value                 | Bonus Points |
|-------------------|------------------------------|--------------|
| A1c               | Less than 6.25               | 250          |
| Blood Pressure    | Equal to or less than 130/85 | 250          |
| Triglycerides     | Less than 150                | 250          |
| Total Cholesterol | Less than 200                | 250          |
| HDL Cholesterol   | Equal to or greater than 40  | 250          |
| LDL Cholesterol   | Less than 160                | 250          |

## TIER 2 - MEET 5 OF 6 TARGET VALUES

To complete Tier 2, at least 5 of your screening metrics must meet target values. If you do not meet the required number of target values, you can complete the Tier 2 - Alternate Action Form.

## TIERS 3 and 4 - COMPLETE ACTIVITIES TO REACH A WELLABLE POINTS GOAL

Accumulate points through tracking daily healthy habits, logging physical activity and completing special activities.

## IMPORTANT NOTES ABOUT THE TIERS:

- Tier 1 activities must be complete to be eligible to earn any other tier's reward.
- You do not need to wait until you complete the wellness assessment before scheduling your screening.
- You can begin working towards your Tier 3 and Tier 4 points goal even before you complete Tier 1.
- You can still earn Tier 3 or 4 rewards even if you don't complete Tier 2.
- If you were hired after January 2026, you will have a different points goal for Tier 3 and Tier 4.

# LOGIN TO WELLABLE TODAY FOR MORE DETAILS!

Not registered on Wellable yet?  
Visit [app.wellable.co/firstunited](https://app.wellable.co/firstunited)  
or scan the QR code to  
create your account.



If you have any questions, please contact the  
Webber Advisors Wellness Support Team at  
(800) 326-9850 or [wellness@webberadvisors.com](mailto:wellness@webberadvisors.com)

# TIER 3 & TIER 4 WELLABLE ACTIVITIES AND POINTS

Use the chart below  
as a guide  
to help you reach  
your wellness goals!



| Month Hired       | Tier 3 | Tier 4  |
|-------------------|--------|---------|
| Prior to Feb 2026 | 50,000 | 100,000 |
| Feb 2026          | 36,000 | 76,500  |
| Mar 2026          | 32,000 | 68,000  |
| April 2026        | 28,000 | 59,500  |
| May 2026          | 24,000 | 51,000  |
| June 2026         | 20,000 | 42,500  |
| July 2026         | 16,000 | 34,000  |
| Aug 2026          | 12,000 | 25,500  |
| Sept 2026         | 8,000  | 17,000  |

| Activity                                                                                                                                                                                                                                                                                                                                                                                                         | Wellable Points                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Personal Wellness Assessment                                                                                                                                                                                                                                                                                                                                                                                     | 1,000                                                                                                                    |
| Biometric Screening                                                                                                                                                                                                                                                                                                                                                                                              | 1,000                                                                                                                    |
| A1c                                                                                                                                                                                                                                                                                                                                                                                                              | 250                                                                                                                      |
| Blood Pressure                                                                                                                                                                                                                                                                                                                                                                                                   | 250                                                                                                                      |
| Triglycerides                                                                                                                                                                                                                                                                                                                                                                                                    | 250                                                                                                                      |
| Total Cholesterol                                                                                                                                                                                                                                                                                                                                                                                                | 250                                                                                                                      |
| HDL Cholesterol                                                                                                                                                                                                                                                                                                                                                                                                  | 250                                                                                                                      |
| LDL Cholesterol                                                                                                                                                                                                                                                                                                                                                                                                  | 250                                                                                                                      |
| <b>Daily Challenges</b> <ul style="list-style-type: none"> <li>Eat 5 servings of fruits and vegetables</li> <li>Take the stairs instead of the elevator</li> <li>Meditate or relax</li> <li>Sleep 7 hours</li> <li>Stretch or exercise lightly</li> <li>Drink 8 glasses of water</li> <li>Learn about Health &amp; Wellness</li> <li>Volunteer/community service</li> <li>No soda or sugary beverages</li> </ul> | 1 Daily Challenge = 50<br><i>(Daily Maximum = 100)</i>                                                                   |
| <b>Physical Activities</b> <ul style="list-style-type: none"> <li>Synced from connected fitness devices or apps</li> <li>Awarded by completing On-Demand videos</li> <li>Manually entered through the Dashboard (Individual Activities, Workout Wednesday, Thrive Thursday)</li> </ul>                                                                                                                           | 1 Step = 0.05<br>1 Mile (Walk/Run) = 100<br>1 Mile (Cycle) = 30<br>Exercise Minute = 5<br><i>(Daily Maximum = 1,500)</i> |
| <b>Monthly Special Activities</b> <ul style="list-style-type: none"> <li>Talk Tuesday Webinar and Post-Webinar Quiz</li> <li>Complete themed practice or learning activities</li> </ul>                                                                                                                                                                                                                          | Up to 3,400/month                                                                                                        |
| <b>Monthly Move It Move It Challenge</b> <ul style="list-style-type: none"> <li>The employee with the MOST physical activity points at month's end gets 2,500 points</li> <li>All employees with at least 6,000 physical activity points by month's end will be entered into a random drawing for 1,000 points</li> </ul>                                                                                        |                                                                                                                          |