



EARNING HEALTHMILES: REASONABLE ALTERNATIVE

At Virgin Pulse, we recognize that it may be difficult for some members to fully participate and earn points in the program due to medical conditions or disabilities. To ensure all members have equal opportunity to earn points and benefit from the program, we provide members with a reasonable alternative to earn the minimum standard of points.

- Members who do not meet or are unable to achieve compliance with a health program due to a current or chronic medical condition or other health factor
- Members who are unable to take measurements and / or track their activity because of a disability

The reasonable alternative complies with ADA (Americans with Disabilities Act), and ACA (Affordable Care Act) regulations for Incentives for Nondiscriminatory Wellness Programs.

HOW IT WORKS:

Incentive Based Programs

Members with medical conditions or disabilities that prevent them from performing or completing the wellness program activity, will complete the process below to receive the appropriate number of points for their participation in the program.

- The member submits an email request for the alternative to the Virgin Pulse call center via the Contact Us page of www.virginpulse.com or through their online portal.
- For **short-term disabilities**, the call center sends a form to be completed by the member which acknowledges the member's condition.
- For **long-term disabilities**, the call center then emails a form to the member to have his / her physician sign and complete.
- The member's physician completes the form and the member then faxes it back to the Virgin Pulse call center.
- Once the call center operator receives the completed form back from the member, (s) he'll input the rules for the reasonable alternative into the member's profile. The operator will also send an email to the member with the rules for self-entering data and using the Health Station®, alert the member that the point allocation will take 24 hours to appear in the member's account.

Disabilities

SHORT TERM DISABILITIES

Members unable to take measurements and/or track physical activity because of a short term disability will self-enter their activity and measurements on the online portal website and earn the equivalent points as if the data had been captured by a validated activity or measurement tracker.

Members will self-report their activity and measurements on the online portal.

- For members who cannot track activity, they will earn 100 points per day (the equivalent of 20,000 steps) for logging an activity through the Activity Journal.
- For members who cannot take health measurements, they will self-report all three measurements on the online portal and earn the same points per month as if they had visited a Health Station.

LONG TERM / CHRONIC DISABILITIES (REQUIRING PHYSICIAN SIGNATURE)

For members which fall into a "long-term" condition, Virgin Pulse will automatically be given the HealthMiles to achieve their medical premium discount (level 3 for Cummins). However, for the HealthCash levels (4 and 5), the member will still need to self- enter their activity every day (same as above process for short term disability member).