



2023 NESTLÉ WELLBEING PROGRAM

BUILD A BETTER YOU

Nestlé is excited to partner with Virgin Pulse to make reaching your health goals easy and fun. Virgin Pulse provides all the guidance, resources and support you need to cheer you on as you work toward a healthier lifestyle.

HOW TO REGISTER

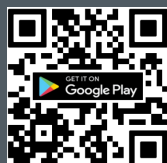


Register at:
[Join.virginpulse.com/nestleus](https://join.virginpulse.com/nestleus)

- Enter your full first and last name as it appears in Nestlé benefits.
 - For hyphenated names, remove hyphenation and combine name. (Example: First Name: John Last Name: Smith-Jones, use John Smithjones)
- Enter Your DOB then Last 5 of your SSN + Date of birth (MMDDYYYY)
- Select your country "United States"
- Follow remaining prompts then Accept the terms and conditions
- **Note:** Participating Spouses / Domestic partners must create their own Virgin Pulse accounts using their own personal information

DOWNLOAD

Download the Virgin Pulse mobile app by searching "Virgin Pulse" in the App Store or Google Play



GETTING STARTED

You're registered and signed in—now what? Begin by completing program activities and building healthier habits one day at a time. Here are a few options to help you get started.

Healthy Rewards

Earn up to **\$400*** in Healthy Rewards by taking a few healthy actions **no later than November 30, 2023**. If you cover a spouse or domestic partner, you may earn up to an additional **\$400*** in Healthy Rewards for the healthy actions they complete.

Pillars and Topics

Looking to reduce stress, increase your energy throughout the day or find the motivation to continue progress toward your wellbeing goals? The Pillars and Topics section can point you in the right direction, providing quick access to many helpful tools and resources.

Nutrition Guide

Maintaining healthy eating habits is easier when you have a little help. Access the Nutrition Guide and choose your eating profile. Choose what you'd like to work on, like cutting out sweets or portion control, and we'll serve up plenty of healthy and delicious tips and recipes.

Sleep Guide

Sleep affects nearly every aspect of your health, from your everyday performance and immune system to your ability to focus on other areas of your wellbeing. When you complete the Sleep Guide, you'll receive a customized plan for improving the length and quality of your slumber, setting you up for success—day and night.

Note: If your spouse/domestic partner doesn't currently have coverage, are benefits-eligible and cannot create a Virgin Pulse Account, contact the Nestlé HR Service Center at 1-877-637-2255 no later than 10/20/2023 and tell them you want to add a spouse/domestic partner for Healthy Rewards participation. It can take up to 4 weeks for new hires or newly added spouses to gain access to Virgin Pulse.



Good food, Good life

HEALTHY REWARDS

Good health is its own reward. But that doesn't mean we're going to leave you empty-handed. Earn up to **\$400*** in Healthy Rewards by taking a few healthy actions **no later than November 30, 2023**. If you cover a spouse or domestic partner, you may earn up to an additional **\$400*** in Healthy Rewards for the healthy actions they complete. Employees and spouse/domestic partners must create their own Virgin Pulse accounts in order to complete Healthy Rewards actions.

For full details and eligibility go to Healthworksatnestle.com and search Healthy Rewards

Below are the rewards offered to you by Nestlé for completing your choice of healthy actions no later than November 30, 2023. To complete Healthy Rewards, visit the Rewards section in your Virgin Pulse account by clicking on the Rewards progress bar or by visiting Rewards under the Home tab.

HEALTHY REWARDS ACTIONS

- \$200** Complete a Biometric Screening
- \$100** Health Check Survey Completion
- \$50** Complete a Healthcare Appointment** (Medical, Mental, Dental, Vision)
- \$50** Participate in the Nestlé Smart\$aving Academy** (Employees Only)
- \$50** Register for your Spring Health Account**
- \$50** Participate in Virgin Pulse Telephonic Coaching

** Self Attestation

*You must be an active employee with a first day of work on or before 10/20/2023 and you and your spouse/domestic partner must be enrolled in a Nestlé medical plan in 2024. Spouses/domestic partners who are benefits eligible, must be on record with the Nestlé HR Service Center by 10/20/2023. Healthy Rewards are divided per paycheck throughout 2024. If your employment ends during 2024, your Healthy Rewards credits will cease. Participants with steps processed by Virgin Pulse by 10/31/2023 should start receiving Healthy Rewards in January 2024. Participants with steps processed by Virgin Pulse no later than 11/30/2023, should start receiving Healthy Rewards in February 2024.

ADDITIONAL ACTIVITIES

The below activities do not count towards Healthy Rewards but are resources to help improve your wellbeing:

Daily Cards: Get helpful tips that are relevant to your current interests and goals.

Journeys®: Make simple changes to improve your health, one step at a time.

Challenges: Team up or go head to head to challenge your coworkers and track healthy habits.

Social Groups: Discuss your favorite hobbies and find a like-minded community to support your healthy changes.

Healthy Habits: Select healthy habits to work toward and track your progress every day.

Is my health information confidential?

The Virgin Pulse wellbeing program is confidential and in compliance with the Health Insurance Portability and Accountability Act (HIPAA). Any information shared with Virgin Pulse will not be disclosed, except in accordance with HIPAA laws. Your Protected Health Information (PHI) will not be shared with your employer.

Have questions? We're here to help.

- Check out support.virginpulse.com
Live chat: Monday–Friday, 2 am–9 pm ET
- Give us a call: 1-833-502-9928, Option # 3
Monday–Friday, 8 am–9 pm ET
- Send us an email: support@virginpulse.com

