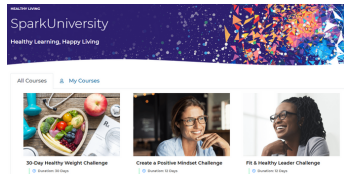


Incentive Guide 2022



How to activate your account:

- All employees and spouses must activate their OWN account.
- Go to portal.peopleonehealth.com and click on "Don't have a company email address? Create your account with Member ID of SSN, Name and Birthdate instead."
- Enter the last 6 digits of your social security number and follow the onscreen prompts to set up your account.
- Sign in to access your wellness program, complete your non-nicotine/tobacco attestation, monitor your fitness activity by syncing your device and search through health and wellness resources!



Download the **PEOPLEONE app** and take your wellness on-the-go!

If you are enrolled in the Smithers HRA medical plan, your Tokens = HRA dollars. Accumulate as many as possible to reach different \$\$\$ milestones and also have the opportunity to earn raffle entries for prizes.



Welcome to the Food Tracker

Before you get started, we have a few questions about your goals so that we can provide accurate calorie and nutrient recommendations. It will only take a minute.

Tobacco/Nicotine Free Attestation or Cessation Program

To receive your HRA deposit for being Tobacco/Nicotine Free, or completion of Cessation Program, employees and covered spouses **must sign into their OWN individual portal to complete this step.** There will be a \$550/\$1050 HRA Deposit for non-tobacco employees/families and \$160 for eligible spouses who are non-tobacco users. You are only eligible to complete either the attestation or the cessation program, but not both. See the deadlines below for upcoming deposit dates

Deadline	HRA Deposit
December 28th, 2021	January 4th, 2022
January 19th, 2022	January 25th, 2022
March 31st, 2022	April 15th, 2022
June 30th, 2022	July 15th, 2022
September 30th, 2022	October 15th, 2022
December 10th, 2022	December 15th, 2022

2022 Raffles!

All Smithers team members, regardless of medical coverage may complete Healthy Menu Options to earn Tokens. There will be raffle opportunities for covered and non-covered employees, as well as spouses! Every 25 Tokens you earn will equal one raffle entry for a \$200 Gift Card! So come on, join in on the FUN of living healthy and maybe win a cool prize along the way! Be sure to earn your Tokens by **December 10, 2022.**

Important Dates:

	Deadline	HRA Deposit
<i>Early deposit:</i> Tobacco/Nicotine Free Attestation or Cessation Program	December 28th, 2021	January 4th, 2022
<i>Early deposit:</i> Tobacco/Nicotine Free Attestation or Cessation Program	January 19th, 2022	January 25th, 2022
Quarter 1	March 31st, 2022	April 15th, 2022
Quarter 2	June 30th, 2022	July 15th, 2022
Quarter 3	September 30th, 2022	October 15th, 2022
Quarter 4	December 10th, 2022	December 15th, 2022

HRA - Token Values

If you are enrolled in the Smithers HRA medical plan, completing certain Token milestones equates to HRA deposits. The milestones are as follows:

- 10-19 Tokens = \$200 deposit
- 20-34 Tokens = \$200 deposit
- 35-49 Tokens = \$400 deposit
- 50+ Tokens = \$400 deposit
- Annual Maximum = \$1,200 deposit

Token Options

Make this program your own and choose options from the 4 areas of wellness listed below. Employees will also be able to engage in coaching sessions throughout the year to help support you in all 4 of these areas:

- Emotional Well-being
- Financial Well-being
- Physical Well-being
- Social Well-being