



Wellbeing Incentive

The Virgin Pulse platform is expanding to offer BMS employees more ways to earn points. Choose what’s right for you and progress through the levels to earn.

You have the opportunity to earn four times a year.

Take a look to see when each quarter runs:

Quarter 1: January 1–March 31, 2024

Quarter 2: April 1–June 30, 2024

Quarter 3: July 1–September 30, 2024

Quarter 4: October 1–November 30, 2024

Note: Quarter 4 is shortened so that incentives can be paid in the same calendar year.

Quarterly earnings	Level 1 500 points	Level 2 4,000 points	Level 3 8,000 points	Level 4 15,000+ points
Rewards For Consumer-Choice plan participants	Fuel your wellbeing!	Get energized!	Quarterly reward: \$100 in HSA contributions per eligible employee and enrolled spouse or dependent (family maximum of \$800/year)*	Reach your full potential!
Rewards For other benefits-eligible employees	Fuel your wellbeing!	Get energized!	Quarterly reward: \$100 in payroll contributions per eligible employee and enrolled spouse or dependent (family maximum of \$800/year)**	Reach your full potential!

Consumer-Choice plan participants: Benefit-enrolled employees, spouses and adult dependents (18+) are eligible to participate and earn incentives. Incentives are paid only to Health Savings Accounts opened at Fidelity. Contributions are made by the end of the month following the close of the quarter. For example, Quarter 1 ends March 31, 2024, and contributions will be made by the end of April 2024.

Other benefits-eligible employees: Active employees in the U.S. & Puerto Rico, including those not enrolled in the BMS Medical Plan. For employees who are enrolled in family coverage, covered spouses and/or adult dependents (age 18+) may also earn the incentives. Wellbeing incentives will be included in your paycheck within four weeks of the end of the quarter. **BMS employees who decline BMS medical coverage are still eligible to earn the wellbeing incentive.**

*Health Savings Account (HSA) ** Payroll contributions are considered taxable income.

Ways to earn:

Look for **How to Earn** in your account for a complete list of all the ways you can earn points.

	Build Healthy Habits	Earn Points
Daily	Take 7,000 steps in a day	70
	Work out for 15 minutes in a day (tracked by connected device)	70
	Work out for 30 minutes in a day (tracked by connected device)	100
	Work out for 45 minutes in a day (tracked by connected device)	140
	Do your Daily Cards	20 per card
	Browse healthy recipes	10
	Daily calorie tracking	20
	Track Your Healthy Habits (3x per day)	10 per Healthy Habit
	Complete a step in Journeys®	20
	Complete a RethinkCare session	50
	Manually track workout 30–59 minutes	70
	Manually track workout 60–89 minutes	100
	Manually track workout 90+ minutes	140
Weekly	Favorite a recipe	10
	Add a recipe to Grocery List	10
	Complete a RethinkCare Program	50
Monthly	Self-entered measurements	50
	Complete a coaching appointment	500
	Complete a Personal Challenge	100
	Complete a Financial Workshop	100
Quarterly	Choose your eating type	250
	Participate in a Charity Athletic Event	250
	Complete a Journey	150
Yearly	Invite a colleague to join (5x per program year)	50
	Set a wellbeing goal	200
	Complete the Health Assessment	1,500
	Complete the Next-Steps Consult® appointment	250
	Preventive care screening (4x per program year)	250
	Complete your Health Screening	1,000
	Meet one-on-one with a financial representative	500
	Complete a Fidelity Financial Wellness Checkup	500
One Time	Connect a device	100
	Add a profile picture	100
	First login to mobile app	250
	Add 5 friends	250



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