

Be Healthy. Get Rewarded.

Earn up to \$300
in 2 easy steps between
October 1, 2019 and
December 31, 2020.

STEP 1



Complete the Personal Health Assessment (PHA)

The PHA is the gateway to earning wellness rewards each year: **It must be completed online or via the myCigna® App to earn the rewards in Step 2.**

STEP 2



Meet goals

Employees and Cast Members earn \$100 for each goal met – up to \$300.

Goal 1

Earn \$100 for getting a preventive exam or cancer screening*

*Qualifying exams and screenings:

- Biometric screening – complete at an onsite event or with your primary care physician
- Preventive exam
- OB/GYN exam

Goal 2

Earn \$100 for achieving a body mass index (BMI) of less than 27

Goal 3

Earn \$100 for achieving a blood pressure (BP) of less than 140/90

- Cervical cancer screening (Pap or HPV test)
- Colon screening
- Mammogram
- Prostate screening
- Skin cancer screening

Alternative activities to earn these rewards include reducing the initial BMI result by 5% or more, working with a *Disney Healthy Pursuits* coach or completing an online coaching program. If a doctor believes that meeting the target numbers is currently medically inappropriate, employees can submit a form from the doctor to request that the requirements be waived or modified.

GET STARTED

- Go to Benefits.Disney.com and click "Take the PHA" or
- Log in to myCigna.com (you may need to register first). You can also complete your PHA on your smartphone or tablet via the [myCigna App](https://myCigna.com). Just log in using 1 touch fingerprint access or your username and password.
- Schedule a **biometric screening** at an onsite event or call your primary care physician (PCP) to schedule your preventive exam and/or screening. Learn more at My.QuestForHealth.com (Registration Key: Disney).

1. If you and your spouse/partner both participate, all wellness rewards will be credited to the HSA or HRA of the covered employee. If you both work for Disney and are enrolled separately, rewards will be credited to each individual's account.

FAQ's

Who's eligible:

Full-time, U.S.-based Disney Employees and Cast Members plus their spouses/domestic partners who are enrolled in a 2020 Disney medical plan option.

Earning rewards:

Employees and Cast Members can earn up to \$300. Spouses or partners can also earn up to \$300 for a total of up to \$600.

How rewards are paid:

Your 2020 wellness rewards will be deposited into your health savings account (HSA) or health reimbursement account (HRA) within four to six weeks after they are earned.¹



Don't forget!

Be sure to encourage your spouse or partner to participate, too. He or she will need to register separately on Cigna.com using *your* Alternate Member ID number found on the front of your Cigna ID card, or *your* Social Security number. After confirming your identity, your spouse/partner should create his or her own username and password. Following the registration process, he or she can complete the PHA online.



What if my numbers are off the mark?

If your initial results show your BMI and/or BP results aren't on target, there are still several ways you can qualify for wellness rewards as long as you act between **October 1, 2019** and **December 31, 2020**.

QUALIFYING OPTIONS

Option 1:

Set a health goal with a *Healthy Pursuits Coach* and meet that goal within the plan year

Option 2:

Complete one of the following online programs at **myCigna.com**:

Weight Management

- Better Eating for a Healthier Life
- Increase Your Energy and Fitness
- Healthy Steps to Weight Loss

Blood Pressure Management

- Better Eating for a Healthier Life
- Increase Your Energy and Fitness
- Healthy Steps to Weight Loss
- Control Your Stress
- Fighting Depression

Option 3:

Lower your initial BP or BMI to achieve target numbers² and get rescreened within the plan year

Option 4:

Lower your initial BMI baseline reading by 5% and get rescreened within the plan year

STAY CONNECTED



Track progress – You can track rewards you've earned on **myCigna.com** or via the **myCigna mobile app**.



Questions? Call the Disney Benefits Center at **1-800-354-3970**.

TEAM UP

Team up with a health coach to reach your goals



The *Disney Healthy Pursuits* Wellness Team is a free, confidential service that connects you one-on-one with a health coach so you can turn your health goals into your new reality. Just call **1-800-577-7498, press 2** or say "*Disney Healthy Pursuits Wellness Team*."

2. If your doctor recommends that meeting the target numbers is currently medically inappropriate for you, you can submit a request to modify or waive program requirements. Go to Benefits.Disney.com to download the Request for Program Alternative Fax Form your doctor must complete.

ELIGIBILITY: All full-time, U.S.-based (and U.S. expat) employees, Cast Members and their spouses/domestic partners who are enrolled in a 2020 Disney medical plan option are eligible to participate in the Wellness Rewards Program. Annual completion of the PHA and a biometric screening are required in order to receive rewards under the Wellness Rewards Program. Rewards can be earned by getting a preventive exam or screening, achieving a blood pressure below 140/90, achieving a BMI of less than 27 (or reducing your initial BMI result by 5%), setting and meeting goals set with a *Healthy Pursuits Coach*, or completing an online coaching program.

IMPORTANT NOTE: In order to be eligible to receive wellness rewards, you must be an active employee at the time rewards are paid.

EXCEPTIONS: Due to an individual's particular medical or health situation, an alternative for certain requirements will be made available to earn the results-based rewards. Under these circumstances, your doctor will need to complete and submit a Request for Program Alternative Fax Form (available at Benefits.Disney.com and myCigna.com) certifying that a program requirement would be inaccurate, inappropriate or unattainable for the individual. Consideration will be given on an individual basis as to whether a reasonable alternative should be provided. Program requirements will be waived or modified when necessary to comply with applicable federal, state and local law. If your initial BMI doesn't qualify, you can still earn the BMI reward if you retest by December 31, 2020 and achieve a BMI less than 27, or decrease your initial BMI by 5% or more.

This document highlights provisions of and changes to the Wellness Rewards Program as of October 1, 2019. You may or may not be eligible to participate in this program, depending on job status, work location or applicable collective bargaining agreement, as well as whether you are enrolled in a Disney medical option. For a complete description of the program, refer to the Summary Plan Description at Benefits.Disney.com. Disney reserves the right to amend or terminate this program at any time.

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