SCM 2027 Wellness Program

We are excited to announce the 2027 SullivanCurtisMonroe wellness program that will continue to offer a wellness program to help guide you on the path to better health and a longer, happier life. Completion of the 2027 wellness program will prequalify employees for the wellness contribution differential. All full-time employee (regardless of medical plan elections) are eligible to participate in our voluntary wellness program at no cost.

We want everyone to be able to participate in and receive the wellness reward. (See below)

Please review the overview below. Our wellness program will continue unchanged for 2027.

Our 2027 Wellness Program will continue to encourage you to know your health risk through the your annual preventive exam and continuing to participate with Marino Wellness.

Healthy Reward Program Steps	Reward
All Steps are required in order to qualify for the wellness program. Compete an Annual Physical Exam Certification **AND** wellness lab orders as part of your Annual Preventive Care screening between November 1, 2026 and October 31, 2027. **AND** Non– Tobacco User (from annual physical exam form) Tobacco User: Complete cessation health coaching requirements by July 1, 2027. **AND** Compete the Health Risk Assessment (HRA) through Anthem's Sydney app between November 1, 2026 and October 31, 2027 with your screening results from your Annual Exam. **AND** Join two Marino Wellness webinars virtually between November 1, 2026 and October 19, 2027.	Medical Premium Discount for 2028 plan year **AND** For those who enroll in the HDHP $1,000 individual / $2,000 family contribution to your HSA Plan **deposited per pay period**: $41.66 individual / $83.33 family

How will the rewards be obtained?

- Employees who elect the HMO plans will receive a discount on medical insurance premiums for the 2028 plan year for completing all steps.
- Employees who elect the PPO/HSA plan will receive a discount on medical insurance premiums for the 2028 plan year AND receive a 2028 company contribution to their Health Saving Account for completing all the requirements. Wellness plan members will receive $1,000 individual /$2,000 family contribution to your HSA Plan, if enrolled, *paid on a per paycheck basis*.

How to complete the steps

Physical Exam Certification	Bring the 2027 Annual Physical Exam Certification form to your primary care provider to verify that you received a physical exam between November 1, 2026 and October 31, 2027 Submit the form by October 31, 2027: • Email: bkilduff@sullicurt.com • Confidential Fax: 949-878-4912 As part of your wellness exam, your physical will take your blood pressure and assign lab work. These tests will allow you to "Know your numbers" and will help you complete the Health Risk Assessment through Anthem.
Health Risk Assessment (HRA) through Anthem	Compete the Health Risk Assessment (HRA) through Anthem's Sydney app between November 1, 2026 and October **31,** 2027 (after your physical exam and lab work). • Log into your Sydney App • Tap on Menu (…) and tap "Access Care" and then "My Health Dashboard" • Scroll down to Incentives and tap on "My Rewards" • Scroll down and tap "Go to Assessment" under Health Profile • Tap "Start your assessment" To complete the assessment online, go to Anthem.com, click on "My Health Dashboard" and then "My Rewards" and click on "Go To Assessment".
Non-Tobacco user or cessation program in 2027	**Non-Tobacco User** (reported through the Annual Physical Exam Certification) Submit the form by October 31, 2027: • Email: bkilduff@sullicurt.com • Confidential Fax: 949-878-4912 Or **Completion of Tobacco Cessation Program** through Anthem's Well-being Coach program sponsored by Lark.
Two wellness videos	Join two Marino Wellness webinars virtually between November 1, 2026 and October 19, 2027. SCM will be hosting wellness webinars throughout the year. Join virtually or join a group if you are onsite that day.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program as available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact your SCM Human Resources team and we will work with you (and if you wish, with your doctor) to find a wellness program with the same reward that is right for you considering your health status.