To apply for the 2020 Cigna Well-Being Award recognition, please go to Cigna.com/health-promotion/well-being-award and complete the online application.

The following reflects the questions you’ll be asked in the online application. For your convenience, please feel free to use this worksheet to help prepare your answers.

Questions?
Please contact your Cigna sales team and/or email us at CignaWell-BeingAward@Cigna.com.

Contact information of person submitting application

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<tr>
<th>First name</th>
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Use of Data Consent

Information submitted in this application and the attachments may be used for purposes outside of the application process but will not be used in any claims or rate-based decisions related to your plan.

☐ I agree to allow Cigna to use this information for marketing purposes.

☐ I do not agree to allow Cigna to use this information for marketing purposes.

Kindly reflect on your organization’s 2019 well-being program as you complete this application. Please respond to questions based on current programs that have occurred/been implemented. Items that are pending should not be included.
Leadership

1. Does executive leadership drive and support a culture of well-being?
   - Yes  - No

1.1 How do leaders and managers drive and support a culture of well-being? Check all that apply.
   - Leadership incorporates well-being into the company’s strategic plan
   - Leadership is familiar with the components of your Well-Being strategy (i.e. goals/objectives, multi-year strategy, evaluation)
   - Leaders/managers are active champions, personally participating in activities/challenges
   - Leaders/managers are trained on emotional well-being topics
   - Leaders/managers are certified in Mental Health First Aid®
   - Leaders/managers encourage use of PTO and disconnecting from work
   - Employees are encouraged to step away from their desk/work station for lunch and breaks
   - Other

1.2 If Other, please define. [100 character limit]

1.3 How does executive leadership communicate supportive messaging on your well-being program? Check all that apply.
   - Attendance/participation at events
   - Manager meetings
   - Printed material
   - Email
   - Social media
   - Company intranet
   - Video message
   - Posters
   - Other

1.4 If Other, please define. [100 character limit]
2. How is well-being embedded within your organization? Check all that apply.
   - Well-being is included in manager training & development
   - Well-being is included in annual manager/leadership performance evaluations
   - Internal (non-Cigna) budget allotted for well-being initiatives
   - Onsite individual whose role is fully/partially dedicated to well-being initiatives
   - Partner with safety committees to address/include well-being
   - Well-being addressed during new hire orientation
   - Well-being is integrated with recruitment and retention efforts
   - Well-being incorporated into disability/leave and return-to-work transition
   - Well-being program considers and includes solutions to remove cultural barriers (i.e. meet social, cultural & linguistic needs of population)
   - Employees are involved in decision making, problem solving & developing new systems/procedures
   - Outdoor time is encouraged during the workday (i.e. walking meetings, outdoor work/rec space)
   - Well-being habits integrated throughout workday (i.e. stretching at shift change, meditation before meetings)

2.1 If Other, please define. [100 character limit]

3. Does your organization have a wellness committee?
   - O Yes  O No

3.1 If yes, how frequently does your wellness committee meet? Select the best answer:
   - O 1 time per year
   - O 2 to 3 times per year
   - O 4 to 6 times per year
   - O 7 + times per year

3.2 What parts of your organization are represented among your wellness committee? Check all that apply.
   - Human Resources
   - Leadership
   - Middle Management
   - Non-Management
   - Field staff
   - Various department representatives
   - Other

3.3 If Other, please define. [100 character limit]

3.4 Are committee members routinely trained on well-being programs/resources?
   - O Yes  O No
Foundations

1. Does your organization have a formal/written Well-Being Strategy?
   - Yes  - No

1.1 If yes, check all that apply. Please submit examples of checked items with your application, if possible.
   - Vision/Mission Statement
   - Goals/Objectives
   - Logo/Branding
   - Yearly strategy
   - Multi-year strategy
   - Budget Plan
   - Other

1.2 If Other, please define. [100 character limit]

2. How does your organization identify what well-being program initiatives you offer to employees? Check all that apply.
   - Health assessment data
   - Employee interest surveys
   - Biometric screenings data
   - Healthcare claims data
   - Rx data
   - Focus groups
   - Disability/Workman's comp claims
   - Wellness committee ideas
   - Wellness trends
   - Other

2.1 If Other, please define. [100 character limit]

3. Does your organization measure and evaluate the effectiveness of your well-being program?
   - Yes  - No

3.1 If yes, what metrics and data points are used for evaluation? Check all that apply.
   - Healthcare claims
   - Medical/Rx cost trend
   - Changes in health risk level
   - Program participation
   - Preventive care utilization
   - Improvements in clinical measures
   - Employee turnover/retention
   - Absenteeism/Productivity
   - Employee satisfaction
   - Outcomes from well-being goals/objectives
   - Other

3.2 If Other, please define. [100 character limit]
4. Does your Well-Being program include spouses and/or dependents?
   ○ Yes   ○ No

4.1 If yes, How are spouses/dependents included?

5. Which written company policies are in place to support a culture of well-being?

- Caregiver leave and support policies
- Drug and alcohol policies
- Flexible work schedule policies (flextime, telecommuting, work-at-home)
- Breastfeeding policy
- Sick day/leave policy
- Tobacco-free workplace policy (inclusive of vaping, chewing tobacco, e-cigs)
- Employee break policies
- Physical activity policy
- Well-being day-off policy
- Food catering/meeting policy
- Paid community service/volunteer day(s) policy
- Healthy food policy (vending options, employer-subsidized healthy café options)
- Employees allowed to participate in well-being activities on company time
- "Go Green" policy (recycling, paperless, etc.)
- Anti-discrimination and harassment policy
- Other

5.1 If Other, please define.

Please indicate below how your work environment has been structured to support well-being initiatives. Check all that apply.

6. Physical Well-Being:

- Fitness room/onsite gym
- Flu shots
- Group exercise classes
- Substance use/alcohol support program
- Recreation Space
- Onsite health screenings
- Shower facilities
- Onsite physicals with physician
- Encourage use of stairs
- Onsite/mobile dentistry
- Employer activity challenge
- Virtual care (i.e. telehealth)
- Walking meetings
- Other
- Employer activity challenge
- Walking meetings
- Health fairs
- Virtual care (i.e. telehealth)
- Clinic (MD/RN)
- N/A

6.1 If Other, please define. [100 character limit]
### Emotional Well-Being:
- Onsite health coach/counselor
- Relaxation Room
- Emotional well-being challenges (Gratitude challenge, Mindfulness challenge, etc.)
- Work/life balance discussed during performance reviews/check-ins/meetings
- Employee Assistance Program (EAP)
- Digital emotional well-being solutions (virtual care, apps)
- Onsite massage therapy
- Suicide awareness/prevention training
- Crisis plan/referral process in place
- Other
- N/A

#### If Other, please define. [100 character limit]

### Environmental Well-Being:
- Lactation-Only Room
- Cafeteria with healthy options/labels
- Subsidize or discount healthier food in café
- Employee kitchen/pantry
- Vending with healthy options/labels
- Water cooler/dispenser
- Farmer's market/produce stand
- Fruit/produce delivery
- Onsite shared employee garden
- Ergonomic accommodations (standing/walking workstation, adjusted monitors, etc.)
- Greenspace accessibility (walking path/trail, pond)
- Bike racks
- Other
- N/A

#### If Other, please define. [100 character limit]

### Financial Well-Being:
- Competitive salary/wages
- Employee recognition/anniversary rewards
- Child/dependent care support/discounts
- Financial planning resources/services
- Retirement account employer matching
- Retirement plan contribution accelerators
- Gym reimbursement
- Annual/spot bonuses
- Education/tuition reimbursement program
- Student loan repayment program
- Financial literacy workshops
- Financial seminars
- Grants for unplanned emergencies
- Consumer driven health plans
- Other
- N/A

#### If Other, please define. [100 character limit]
10. Social Well-Being:

- Innovative office design (collaborative workspace, flexible layouts, etc.)
- Break room/Employee Lounge
- Internal social media
- Employee community groups
- Employer sponsored sports teams
- Community running participation/sponsorship
- Community volunteer/philanthropy opportunities
- Intellectual growth/self-development (career path, mentorship, etc.)
- Leaders/managers recognize employee well-being success (testimonials, employee recognition, etc.)
- Social gatherings for employees inside and/or outside of work
- Provide tools (questionnaires/surveys) for employees to assess loneliness
- Team building events
- Family day/Take Your Child to Work Day
- Back-up emergency childcare
- Caregiver coaching/support program
- Other
- N/A

10.1 If Other, please define. [100 character limit]
Please indicate if you currently offer any of the following well-being programs. Check all that apply. Check with your Cigna account team on applicable Cigna programs that may already be in place for your organization.

<table>
<thead>
<tr>
<th>Well-being program</th>
<th>None</th>
<th>Online</th>
<th>Onsite</th>
<th>Telephone</th>
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<tbody>
<tr>
<td>1. Tobacco cessation program:</td>
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<td>2. Informed Consumer: health care benefit education:</td>
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<td>3. Physical activity program:</td>
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<td>4. Nutrition program:</td>
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<td>5. Stress management program:</td>
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<td>6. Weight management program:</td>
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<td>7. Chronic condition (disease management) program:</td>
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<td>8. Maternity support program:</td>
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<td>9. Lactation support program:</td>
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<td>10. Behavioral/mental health program:</td>
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<td>11. Financial wellness program:</td>
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<td>12. Dental Well-Being program:</td>
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13. Is there computer access for online well-being programs or research at the workplace?
   ○ Yes  ○ No

14. Do you partner with any third party wellness vendors for any of your well-being programs?
   ○ Yes  ○ No

14.1 If yes, please provide vendor name and program: [200 character limit]
15. Please describe a component(s) of your well-being program that was successful, well-received and/or unique, including specific actions that led to the positive outcome. [2,000 character limit]
1. Does your organization have a written well-being communication plan?
   - Yes  
   - No

2. How does your organization communicate your well-being program to employees and/or spouses? Please submit examples of checked items after you submit application, if possible. Check all that apply.
   - Company intranet
   - Email
   - Video messaging
   - TV monitors
   - Newsletters
   - Home mailings
   - Manager meetings
   - Presentations/company meetings
   - Mobile applications
   - Posters
   - Bulletin boards
   - Employee handbooks
   - Social media
   - Text messaging
   - Messaging from senior leaders
   - Employee recognition/success stories/testimonials
   - Other

2.1 If Other, please define. [100 character limit]

3. Does your well-being communication plan include sharing performance data/outcomes back to employees?
   - Yes  
   - No

3.1 If yes, how is that information shared? Check all that apply:
   - Announcement on company intranet
   - During team/managerial meetings
   - Printed materials
   - Other

3.2 If Other, please define. [100 character limit]
4. Does your organization offer incentives as part of your well-being program?  

- Yes  
- No

4.1 If yes, what type of incentives do you offer? Check all that apply:

- Premium discount
- Payroll deposit
- Gift card
- Deposit into savings account (health savings, HRA, HSA, FSA)
- Recognition
- PTO
- Small raffle prizes (water bottles, t shirts, yoga mat)
- Large raffle prizes (tablet, fitbit, bicycle, TV, vacation voucher)
- Gym membership discounts or reimbursement
- Other

4.2 If Other, please define. [100 character limit]

5. Does your organization offer incentives for spouses/dependents?  

- Yes  
- No

5.1 If yes, which items are incentive eligible for spouses/dependents? Check all that apply

- Health assessment
- Biometrics screenings
- Annual physical
- Age/gender screenings (i.e. mammogram, colon cancer)
- Biometric outcomes (i.e. achieve a healthy BMI/Blood Pressure, etc.)
- Telephonic wellness coaching
- Chronic condition telephonic coaching
- Online coaching
- Activity using a wearable device/app
- Dental visits
- Physical activity (i.e. gym membership, races)
- Employer/group challenges
- Tobacco use status
- Maternity
- Other

5.2 If Other, please define. [100 character limit]
Health Promotion Participation Data

The following metrics will be pulled by Cigna Informatics based on your Cigna account number. Data will reflect the 2019 calendar year. If you wish to receive a copy of the data please contact your Cigna account team, these metrics will be available once the application deadline has passed. See FAQ's for additional information.

If you use a third-party vendor for your health assessment and/or dental plan, please submit a report showing requested aggregate data, along with your other application attachments, in order to receive credit. Please email all files directly to your Cigna engagement consultant, or to CignaWell-BeingAward@Cigna.com, with the subject line [Your Company Name] 2020 Well-Being Award application. See FAQ's for additional information.

I agree to give permission to Cigna to access my company’s health plan data (preventive care and health engagement statistics) for purposes of this application.

I am submitting a 3rd party vendor report with my attachments

I am not submitting a 3rd party vendor report with my attachments

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<tr>
<th>Health assessment</th>
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All 2020 Well-Being Award Applications are to be submitted online. You can access the online application at www.cigna.com/health-promotion