

Healthy You Incentives 2024 Program Guide



Being a Healthy You is more rewarding with Healthy You Incentives! Whether you want to stress less, sleep better, save more or lose weight, you can earn incentives as you work toward your well-being goals. Use this guide to learn about the activities, resources and reward opportunities available as part of Healthy You Incentives.



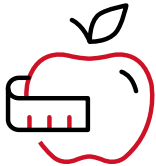
The pillars of Healthy You

Healthy You is RTX's commitment to providing the support and resources you and your family need for your overall well-being — mind, body, wallet and community.



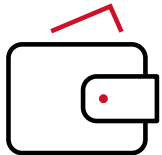
Healthy Mind

- Gain insights into your behaviors, motivations, strengths and challenges with tools that treat the brain like a system in need of regular maintenance.



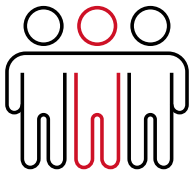
Healthy Body

- Resources that help you and your family build, protect and nourish your physical health in practical, meaningful and measurable ways.



Healthy Wallet

- Build healthy financial habits with tools that help you save, spend and give today and in the future.



Healthy Community

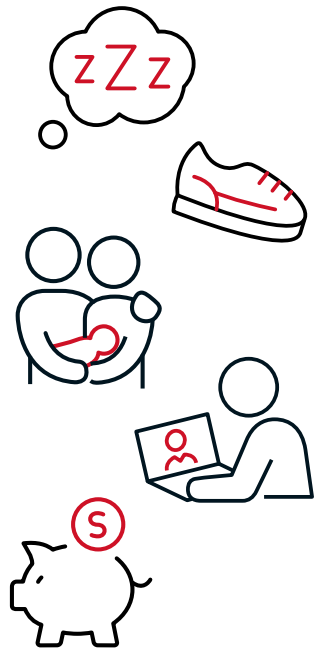
- Opportunities to volunteer, give and belong so that there are healthy communities all around you.

What **Healthy You** is about

Our Healthy You philosophy goes beyond just the fundamentals of health insurance. We want you to be the best you can be — and we're committed to helping you get there by offering a wide range of resources to help you achieve a healthy mind, body, wallet and community.



Here are some of the things your Healthy You resources can help you with:



- Addressing anxiety, stress and burnout
- Getting better sleep
- Taking time away from work
- Body health (e.g., fitness centers, exercise programs, joint and back pain reduction and expert medical opinions)
- Engaging in your well-being
- Finding back-up care (child and adult)
- Growing your family (e.g., adoption, fertility, pregnancy and parenting)
- Navigating the ins and outs of caregiving
- Mind health (e.g., digital coaching, video visits and live counseling)
- Showing thanks and appreciation
- Wallet health (e.g., savings vehicles, discount programs and financial security)
- And more!

HEALTHY *you*

Listen to podcasts, share and connect with coworkers and more at [RTXHealthyYou.com](https://www.rtx.com/healthy-you) > Social.

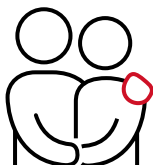
Healthy You is about you!

Healthy You Incentives is all about supporting your well-being in the way that is best for you and your family. Based on your feedback, Healthy You enhancements for 2024 include:



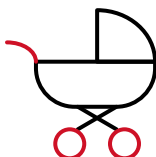
Virta

- Reverse prediabetes and weight gain, in addition to type 2 diabetes.
- Open to employees and eligible dependents ages 18–79 enrolled in a company-sponsored Anthem BCBS medical plan.
- Maintain program engagement to earn incentives.



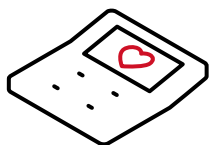
Cariloop

- Supports caregivers and all aspects of their needs.
- Earn incentives by connecting with a Care Coach.



Ovia

- Now offering an incentive for those struggling with parenting and reproductive health concerns.
- Consult a coach to earn incentives once per quarter.



Digital Therapeutics Weight Loss Program

- Lose weight at a healthy rate with sustainable lifestyle shifts.
- Assess your motivations and baseline health.
- Set achievable goals that increase your physical activity and overall health.
- Earn incentives at three milestones along the way.
- Complete this program once per year.

Learn more about these resources — and many others — at [RTXHealthyYou.com](https://www.RTXHealthyYou.com).

Get rewarded for preventive care!

Preventive care is important for a healthy mind, body, wallet and community. Whether you're staying current on your doctor-recommended screenings or updating vaccines and immunizations, RTX wants to reward you for prioritizing preventive care.

Earn \$30 for your qualifying preventive screenings and/or vaccines up to two times per year.

For those of you on an Anthem plan, your preventive care visits will be reported through claims, and you'll be automatically rewarded within 90 days of receiving an eligible medical service.



Receiving regular preventive care can help you avoid potentially serious illnesses. Talk to your doctor about which preventive care screenings and vaccinations are right for you based on your age and gender assigned at birth.



Recommended cancer screenings

- Cervical cancer screening (pap smear) for women 21 and older
- Colon cancer screening for men and women 40 and older
- Mammogram for women 40 and older
- Lung cancer screening for smokers and those with family history

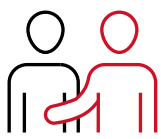
LevelUp in your **Healthy You** journey

Healthy You Incentives offers a great way to experience the benefits of leading a healthier lifestyle while providing extra motivation and support to maintain those healthy habits. After you set up your Healthy You Incentives account, you can choose the activities that are right for you — and get rewarded for them.



The following activities are available year-round for you to earn up to **\$200** in rewards. You'll have the opportunity to unlock even more ways to earn rewards when you complete your Health Assessment.

The sooner you start, the more you can EARN!



Invite your eligible spouse/partner to join

Getting healthy is more fun with a partner! If enrolled in a company medical plan, your spouse/partner is also eligible to participate in Healthy You Incentives and earn rewards. Invite them to join you in being a Healthy You.



Stay in the know

Get alerts about Annual Enrollment deadlines, benefits information, Healthy You challenges and more using Benefits Text Messaging through **Your Gateway**. Sign up for take5 for Your Total Rewards and connect to your well-being resources through quick, five-minute briefs every Tuesday.



Connect your activity tracker

Sync your activity tracker, like Fitbit or Apple watch, in the Healthy You Incentives platform to earn a reward.



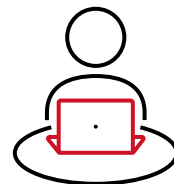
Log Healthy Habits

Stay on track with your Healthy Habits by logging your hard work! When a behavior is reinforced and repeated, it becomes a habit. Use the Healthy Habit check-ins to train your brain to think of these activities as goal-directed behavior.



Track your activity for 20 days

Take at least 6,000 steps a day for 20 days in a month and get rewarded. To log activities other than walking or running, or if your activity tracking device isn't supported, select from the list of activities on the Healthy You Incentives platform to easily convert your activity minutes to steps.

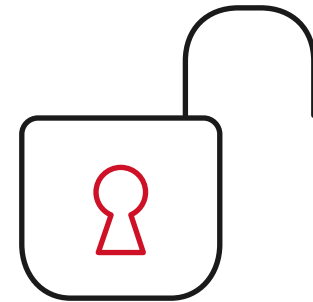


Complete your biometric screening

Look for announcements about our on-site screenings that provide important data about your overall health.

UNLOCK more rewards

Your well-being goals are personal, and so is Healthy You Incentives. Follow these simple steps to enjoy a personalized well-being experience and level up your reward opportunities.



1 Take your Health Assessment

Complete a short, confidential questionnaire about your health and earn \$50. It only takes a few minutes to complete, and it covers topics like your nutrition, exercise and sleep habits. After you complete the questionnaire, you'll receive a report that shows you your numbers and identifies risk areas to watch.

2 Unlock more activities and rewards

You'll not only get paid for taking the Health Assessment, but, more importantly, you'll unlock more reward opportunities personalized to you. After you complete your Health Assessment, click on **Rewards** to see the activities you unlocked.

We protect your privacy

In accordance with federal law, your individual health information will not be shared with the company. For more information, review privacy notices under **Help Center** within the Healthy You Incentives platform.

Get more support — and keep earning

Once you complete your Health Assessment, you'll have a variety of activities and reward opportunities to choose from to work on a Healthy You. While your program results will vary based on your Health Assessment, here's a look at some of the well-being programs that may be available to you.



Reverse type 2 diabetes, prediabetes and weight gain without medication



Address the root cause of anxiety and improve overall mind health



Discover techniques for building resilience and managing stress



At-home back and joint pain therapy



Connect with an expert for all your questions on fertility and reproductive health, pregnancy, parenting or menopause



Learn to quiet your mind and reshape your behaviors to get better sleep



Get support from a coach to quit smoking or manage other health risks



Expert support for all aspects of caregiving — from child care to elder care and everything in between

Follow a personalized journey to new habits

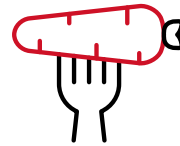
When it comes to making healthy changes in your life, small steps can add up to big changes, and Journeys can help. Journeys provide you with simple ideas to build the habits you need for a Healthy You. Choose the Journeys that appeal to you and answer a few questions. You'll then receive a personalized path created just for you, which you can complete at your own pace, unlocking new levels of healthy habits as you go. Here are some of the areas Journeys can help you navigate.



**Reducing stress
or anxiety**



**Sleeping
better**



**Eating
healthy**



**Living
tobacco-free**



**Creating more
work-life balance**

New for 2024

Resilience: Learn techniques to help you recover from setbacks.

Career Satisfaction: Optimize your satisfaction at work in fun and unexpected ways.

Physical Fitness: Gain skills and motivation to maintain an active lifestyle.

Mindfulness and Meditation: Grow your ability to refocus and recenter.

Caregiver: Improve quality of life for you and those you're caring for.

Note: Journeys are always available on the Healthy You Incentives platform, but you can only earn rewards for starting and completing Journeys after taking the Health Assessment.

How to **get started**



Who can participate?

Most U.S.-based employees* are eligible to participate in Healthy You Incentives, even if they're not enrolled in a company medical plan. Spouses/partners, however, must be enrolled in a company medical plan to participate in the program.

*Employees in Puerto Rico or covered by a collective bargaining agreement at IMS Teamsters Union are not eligible at this time.

Registration and account details

You will need to create an account on the Healthy You Incentives platform in order to set your login credentials. If you're eligible for Healthy You Incentives, you can:

- Go to **Your Gateway > Healthy You** tab (employees only).
- Visit **RTXHealthyYou.com > Incentives**.

Your eligible spouse/partner will need to set up their own account to participate. You can send them an invite once you've registered and signed in, or they can go to **RTXHealthyYou.com**.



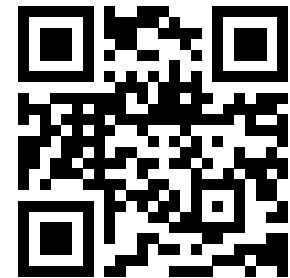
For the best experience, once you're registered, download the app.

Google Play



play.google.com

App Store



itunes.apple.com

How to earn and redeem rewards

How much can I earn in rewards with Healthy You Incentives?

To start, you can earn a total of \$200 per year through the activities listed [here](#). You can also earn up to \$60 per year by completing recommended preventive care at anytime throughout the year (\$30 for up to two activities).

Want to earn more? Take your Health Assessment at any time and immediately earn \$50, plus, you'll unlock more reward opportunities personalized to you. The unlocked activities and rewards amounts are based on areas of need as identified through the Health Assessment. The amount you are eligible to earn and actually earn during the year depends on your Health Assessment results, as well as your engagement with Healthy You Incentives and your activity level on the platform.

Can I choose how I'd like to redeem my rewards?

Yes. You can choose whether you'd like to redeem your rewards as a contribution to your Fidelity HSA, an eGift card or a charitable donation.

Are there deadlines for earning rewards?

Yes. The deadline for completing most Healthy You Incentives activities is Dec. 31, 2024. It's recommended you complete activities by Dec. 1, 2024, to allow time to process the completion and credit your account. If an activity completion isn't processed until January 2025, you will receive the incentive as part of the 2025 program (pending incentive opportunity availability). Please note that incentives earned for preventive care take up to 90 days to process. If you would like credit for preventive care in 2024, it is recommended that you complete it before October 1.

When can I redeem my rewards?

You can redeem rewards as you complete activities or let them accumulate and redeem them later — it's up to you. If you have redeemable rewards in your account at the end of the year, these rewards will remain in your account and will be redeemable the following year. Please consider taxation when letting your rewards build up. Refer to the [next page](#) for more information.

How can I redeem my rewards as HSA contributions?

HSA contributions earned through Healthy You Incentives will generally be deposited into your account the month after you select to redeem your rewards as HSA contributions in the Store. Enrolled in an HSA-qualified medical plan and haven't opened your Fidelity HSA? It's easy. Visit **Your Gateway** to open it and set your goal amount.

(Continued on next page)

How to earn and redeem rewards (continued)

What if I reach my maximum HSA contribution before I earn rewards?

If you reach your maximum contribution, you will be notified by email and will be able to redeem your rewards as gift cards or charitable donations.

If my spouse/partner redeems an HSA contribution, where does the money get deposited?

Any HSA contributions that your spouse/partner earns through Healthy You Incentives will be deposited into your (the employee's) Fidelity HSA. Deposits generally occur the month following when the reward was redeemed.

What does TFB mean on my paycheck?

Rewards redeemed as gift cards or charitable donations are subject to taxes. The taxes for these rewards will appear on your paycheck as a TFB (Taxable Fringe Benefit) after you redeem your reward in the Store. So, if you earn \$100 in rewards in May, you will be taxed on the \$100 in your June paycheck. This will reflect on your paycheck as \$100 added into your gross income for TFB Misc and \$100 deducted under your Benefit deductions TFB Offset. Keep in mind that rewards earned by your spouse/partner will also appear as a TFB on your paycheck.

Is my spouse/partner also taxed on gift cards or charitable donations?



Yes. If your spouse/partner is participating in Healthy You Incentives and they redeem rewards as gift cards or charitable donations, the taxes for their rewards will show up on your (the employee's) paycheck.

Can I opt out of sharing data with Alight Well?

Yes. From the Healthy You page on **Your Gateway**, you can select to opt in or opt out. By opting out of sharing data with Alight Well, you will not have access to Healthy You Incentives or the ability to earn any rewards with the program. Your individual health information will never be shared with the company. For more information, review privacy notices under **Help Center** within the Healthy You Incentives platform.

Contact info



-  **Account set up and access:** RTXHealthyYou.com > **Incentives** or **Your Gateway** > **Healthy You** tab (employees only)
-  **Email:** alightwell@alight.com (to reach a Health Pro coach or for benefits questions)
support@alightwell.com (for questions about the Healthy You Incentives program, and for app support such as resetting your password or if you're having trouble logging in)

This guide provides an overview of Healthy You Incentives as of Jan. 1, 2024. If there is any discrepancy between this guide and the official plan documents, including the plan administration guidelines, the official plan documents will govern. The company reserves the right to adjust the administration of Healthy You Incentives at any time.

