



FREQUENTLY ASKED QUESTIONS

GENERAL OVERVIEW:

WHAT IS THE HYDRATE YOUR HEALTH 2.0 WELLNESS PROGRAM?

The Hydrate Your Health 2.0 wellness program focuses on your Total Wellbeing – providing resources and rewards when you engage in supporting your physical and mental wellbeing, nutrition, illness prevention & management, physical activity, and stress management.

HOW DOES THE HYDRATE YOUR HEALTH 2.0 WELLNESS PROGRAM WORK?

Team Members and Spouses/Domestic Partners covered by a Niagara Medical Plan as of 1/1/2025 may voluntarily participate in the *Hydrate Your Health 2.0* Program. The program is designed to promote healthy behaviors and encourage good health in the following four pillars:



Healthy Body: Designed to focus on areas of physical health and fitness, preventive care, team challenges and more!

Healthy Mind: Designed to focus on areas of mental wellbeing, sleep, mindfulness techniques, meditation and more!

Healthy Finances: Designed to focus on maintaining financial wellbeing through videos, assessments and more!

Healthy Community: Designed to focus on the community around you through cultivating empathy and kindness, community building, challenges, videos and more!

ARE THERE WELLNESS SURCHARGES IN 2025?

Yes, Niagara will continue to ask for voluntary completion of activities to avoid the Wellness Surcharge. Team Members and Spouses/Partners covered by a Niagara medical plan as of 1/1/2025 are included in the program.

WHAT ARE THE WELLNESS PROGRAM ACTIVITIES AND DEADLINES?

- Complete the following activities within the stated deadlines to avoid the Wellness Surcharges.
- An alternative program is available should you or your covered spouse/partner choose not to complete one or more of the activities. See below for more information.

	ACTIVITY 1		ACTIVITY 2	Surcharges - up to \$80/pay
	Annual Wellness Visit*	Real Age Test	Nicotine Attestation	
Team Member	✓	✓	✓	Activity 1: \$20/pay Activity 2: \$20/pay
Spouse/ Domestic Partner	✓	✓	N/A	Activity 1: \$40/pay
Complete between:	11/16/2023 – 2/28/2025	12/16/2024 - 2/28/2025	12/16/2024 - 2/28/2025	Beginning in April 2025

WHAT HAPPENS IF I CHOOSE NOT TO COMPLETE THE NICOTINE ATTESTATION, WELLNESS VISIT, AND REAL AGE TEST?

- Your choice to participate in the program will impact your medical premiums. If you choose not to participate in the wellness activities, you will pay up to an additional \$40 per paycheck pre-tax wellness surcharge. See *Lifestyle Coaching* for how to earn a refund.
- Team Members that choose not to participate in the other activities, you will miss out on \$200 in Wal-Mart Rewards. See the Wal-Mart Rewards section for more information.

ARE SPOUSES/DOMESTIC PARTNERS INCLUDED IN THE WELLNESS PROGRAM?

- The health and wellbeing of your Spouse/Domestic partner is just as important to Niagara as the health and wellbeing of our Team Members.
- Niagara’s *Hydrate Your Health 2.0* wellness program is designed to promote good health and wellbeing for all members of the Niagara family. Spouses/Domestic Partners are included in the program and are included in activities to avoid the 2025 Wellness Surcharge.

WHAT HAPPENS IF MY COVERED SPOUSE/PARTNER CHOOSES NOT TO PARTICIPATE?

- If your covered spouse/partner chooses not to participate, you will pay an additional \$40 per paycheck pre-tax wellness surcharge. See *Lifestyle Coaching* for how to earn a refund.

WHAT SUPPLIER ADMINISTERS THE HYDRATE YOUR HEALTH 2.0 WELLNESS PROGRAM?

- Niagara has partnered with [Sharecare](#) to deliver the Hydrate Your Health 2.0 wellness program.

WHERE DO I GET STARTED?

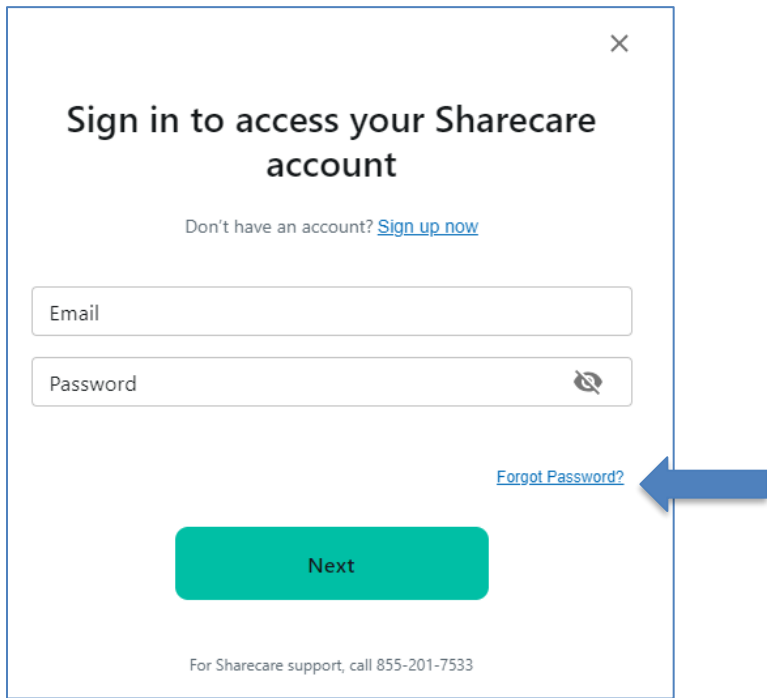
You will start with [Sharecare](#). From the Sharecare platform, you will access all activities for the Hydrate Your Health 2.0 wellness program, including the Nicotine Attestation, the Real Age Test, engaging with the Lifestyle Coaches, and/or participating in wellness activities and challenges.

HOW DO I LOGIN TO SHARECARE?

Team Members and participating spouses/domestic partners will register separately and have their own unique usernames. Login to www.sharecare.com/niagara

HOW DO I RESET MY PASSWORD?

From the Sharecare homepage, choose Sign In from the top right navigation. Then choose Forgot Password.



You will need your login information again.

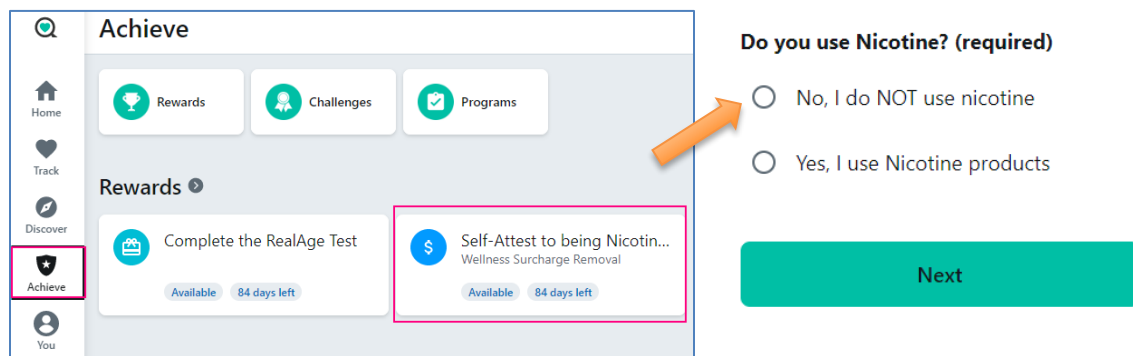
	Username/ Email	Password
Your Name:	Use your Work Email	
Your Partner's Name: <i>Hint: Your spouse must use their email address</i>		
Visit www.sharecare.com/niagara		

WHO IS CONSIDERED A NICOTINE USER?

A nicotine user is someone who smokes cigarettes, pipes, or cigars, uses smokeless nicotine products, or nicotine products (E-cigarettes or nicotine replacement therapy) one or more times in the prior 12 months.

HOW DO I COMPLETE THE NICOTINE ATTESTATION?

- Team Members enrolled in a Niagara medical plan as of 1/1/2025 will register and access [Sharecare](#)
- Then choose **Achieve** from the left navigation area.
- Then choose the **Self Attest to being Nicotine Free** card
- Then share your Nicotine Status¹ -******CAUTION**: You can only update this one time. No changes are allowed****
 - If you DO NOT use Nicotine Products as described above, indicate **No, I do NOT use Nicotine**
 - If you DO USE Nicotine products. Indicate **Yes, I use Nicotine Products**



WHAT IF I OCCASSIONALLY USE NICOTINE PRODUCTS?

If you have used ANY Nicotine Products in the prior 12 months, you should self-attest that you use Nicotine products.

It is the expectation of Niagara Bottling that all Team Members make choices that uphold Niagara’s values, including honesty and integrity with the Nicotine Attestation. Niagara has set **Conduct Standards** in the [Niagara Team Member Handbook](#) on page 27. Please review if you are unsure how a false response may impact your employment at Niagara.

I MISSED THE NICOTINE ATTESTATION DEADLINE. CAN I COMPLETE AFTER THE DEADLINE?

No, only attestations submitted on or before the deadline will be accepted to avoid the Wellness Surcharge. For anyone that misses the deadline, you may earn a refund by completing 6 Lifestyle Coaching sessions by 9/30/2025. This will be the only alternative option available in 2025.

HOW CAN I AVOID OR EARN A REFUND OF WELLNESS SURCHARGES?

A reasonable alternative program is available to Team Members and covered Spouses/Partners that do not satisfy the activity requirements by the deadline. By completing 6 Lifestyle Coaching sessions with a Sharecare Coach, you can avoid or earn a refund of all 2025 Wellness Surcharges.

To *Avoid* Surcharges: Complete 6 sessions between 1/2/25 – 3/21/25

To *Earn a Refund* of Surcharges: Complete 6 sessions between 1/2/25 – 9/30/25

¹ If you make a mistake on your Nicotine Attestation, you may call Sharecare at 855-201-7533 to report the error. All errors/challenges must be requested by 4/30/2025.

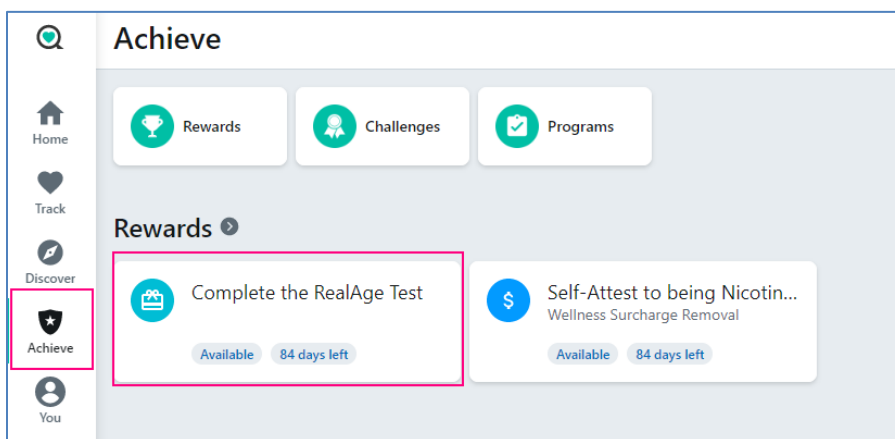
WHAT IS THE REAL AGE TEST?

The Real Age Test is an online, *confidential* questionnaire that asks about your personal health choices like nutrition, nicotine use, personal safety, physical activity, alcohol consumption, emotional well-being, etc. Your answers will never be shared with Niagara.

The Real Age Test is a great source of information for your personal physician. We recommend you share your results during your next Annual Wellness Visit.

WHERE DO I FIND THE REAL AGE TEST?

- All Team Members (enrolled in Medical or not) can register and access [Sharecare](#)
- Then choose **Achieve** from the left navigation area
- Then choose **Complete the Real Age Test**



Remember: Team Members and participating Spouses/Domestic Partners will complete separate Real Age Tests in the Sharecare system.

HOW DO I ANSWER REAL AGE TEST QUESTIONS I AM UNSURE OF?

- If you are completing your Real Age test before your annual physical, you can enter your most current results or indicate "***I don't know***" and choose a best guess from the drop down menu. When your Lab results are available, and you re-visit your Real Age, Sharecare will update the statistics.

HOW CAN I CHECK IF MY REAL AGE TEST IS COMPLETE?

- Login to Sharecare
- Choose **Achieve** from the left navigation area
- Choose **Rewards** from the top navigation
- Check for Rewards for the Real Age Test

Please note the Real Age Test is NOT the Nicotine Self-attestation.
Both the Real Age Test and the Nicotine Self-attestation will need to be completed by the deadline date 2/28/2025 to avoid the surcharge

WHAT IS AN ANNUAL WELLNESS VISIT?

An Annual Wellness Visit is a doctor's visit when you feel healthy. Think of it as a check-up to assure your body is functioning as expected.

You can complete this visit with a PCP, a general practitioner, an OBGYN, or any other in-network doctor that provides annual physicals.

It also includes your standard lab tests like cholesterol and glucose (blood sugar) levels.

WHAT IS THE COST OF AN ANNUAL WELLNESS VISIT?

Your Cigna Medical plan's preventive services are covered at 100% when you seek services from an **in-network provider** AND the provider bills with a **routine or preventive diagnosis code**.

This means you pay nothing for the service. When your doctor orders labs, they may order tests that are not included in the preventive list. Request your provider order a **standard set of labs**, often called a **Complete Blood Count (CBC)** (Your standard labs are FREE to you). Blood sugar, lipid (cholesterol) panels, and some other standard labs are covered. Vitamin D tests typically are not.

WHAT IF I AM CHARGED FOR MY ANNUAL PHYSICAL?

If you are charged for any portion of your visits or labs, please contact the Piper Jordan Advocates with the name of your doctor, date of service and indicate that the intent of your visit was for preventive care. Contact the Piper Jordan Advocates by calling or texting 855-906-3754 (8am - 5pm PST) or email niagara@piperjordan.com.

WHAT TYPES OF DOCTORS CAN PROVIDE AN ANNUAL WELLNESS VISIT?

Consider finding a Primary Care Physician. They will get to know your health best. Many other types of doctors can provide an Annual Wellness Visit – general practitioners, family medicine doctors, internal medicine doctors, OBGYNs, and many others.

DOES MY SPOUSE/PARTNER HAVE TO USE THE SAME DOCTOR?

NO! Your spouse/partner can choose their own in-network doctor OR use Teladoc's Virtual Primary Care.

HOW DO I REPORT MY COMPLETION OF THE ANNUAL WELLNESS VISIT?

Your Sharecare account will be updated automatically. **No action required.**

Every month, Sharecare receives claim data from Cigna. Within 4-10 weeks of your provider billing Cigna, your visit will be updated with Sharecare and the reward applied automatically. You can monitor if your claim was processed by reviewing claims in the [My Cigna](#) portal.

If your visit was billed as a medical visit (not preventive), the reward will not be applied. You should contact the Piper Jordan Advocates, as indicated above.

HOW CAN I CHECK IF SHARECARE RECORDED MY ANNUAL WELLNESS VISIT?

- Login to [Sharecare](#)
- Choose **Achieve** from the left navigation area
- Choose **Rewards** from the top navigation
- Check for Rewards for the Annual Wellness Visit

WHAT IS THE DEADLINE TO COMPLETE THE ANNUAL WELLNESS VISIT?

If you complete just one Annual Wellness Visit between November 16, 2023 through February 28, 2025, Niagara will count the visit for Activity 1.

While the deadline is February 28, 2025, we recommend that you give yourself and a covered partner/spouse plenty of time to complete your annual wellness visit. Depending on your provider, claims may have a delay in processing, so it's important to complete your annual wellness visit as soon as possible. Sharecare receives a claim file from Cigna mid-month, for claims through the end of the prior month, so please allow some time for your status to update in the system.

CAN I USE TELADOC'S VIRTUAL PRIMARY CARE DOCTORS TO COMPLETE MY ANNUAL WELLNESS VISIT?

YES! Teladoc VPCPs can provide an Annual Wellness Visit.



TELADOC VPCPs	
Types of Services	Scheduled Visits
Wait time	Typically 3-5 days
Will I see the same doctors?	Yes, you can choose the same doctor OR you can try new doctors until you find the one you like best
Can send me for labs?	YES! Teladoc VPCPs can order labs
Cost per Visit	1 FREE Wellness Visit per year

Register for Teladoc Today!

Registration is easy and takes 10 minutes or less!



WELLNESS SURCHARGE OVERVIEW

WHEN WILL SURCHARGES BEGIN AND END?

For Team Members that do not complete all activities by the deadline OR self-attest to being a nicotine user, the Wellness Surcharge will begin in April 2025, unless the Team Member completes 6 Lifestyle Coaching sessions by the deadline of September 30, 2025.

DO I HAVE TO DO ALL OF THE ACTIVITIES?

To avoid the Surcharge altogether, complete all activities OR complete 6 Lifestyle Coaching Sessions. If you do not complete all of the activities or you attest to using Nicotine, the following is what you might expect:

If you are a Nicotine User, you can still complete Activity 1 to avoid half of the surcharge. We chose to break up these activities to encourage you to complete an Annual Wellness Visit, even if you use Nicotine.

For Team Members:

You will pay \$20/pay if:

- You satisfy Activity 1 the Real Age Test and Annual Wellness Visit by the deadlines; AND
- You do NOT satisfy Activity 2 when you attest that you are a Nicotine User OR you do not submit the Nicotine Attestation by the deadline

You will pay \$20/pay if:

- You do NOT satisfy Activity 1 the Real Age Test and Annual Wellness Visit by the deadlines; AND
- You satisfy Activity 2 when you attest that you are NOT a Nicotine User

You will pay \$40/pay if:

- You do NOT satisfy Activity 1 the Real Age Test and Annual Wellness Visit by the deadlines; AND
- You do NOT satisfy Activity 2 when you attest that you are a Nicotine User OR you do not submit the Nicotine Attestation by the deadline

For Spouses/Partners:

You will pay \$40/pay if:

- Your spouse/partner does NOT satisfy Activity 1 the Real Age Test and Annual Wellness Visit by the deadlines

WHAT SHOULD I EXPECT ON MY PAYCHECK IF I AM SUBJECT TO THE WELLNESS SURCHARGE?

For Team Members that self-attest to Nicotine Use or do not complete the Nicotine Attestation, do not complete the Real Age test or Annual Wellness visit by the deadline date, you will see a separate deduction on your paycheck starting in April 2025 under pre-tax deductions.

For Spouses/partners who do not complete the Real Age test and Annual Wellness visit by the deadline, you will see a separate deduction on your paycheck starting in April 2025 under pre-tax deductions.

	Surcharges - up to \$80/pay	Surcharges would reflect on paychecks under Pre-tax Deductions	Max Deduction Amounts
Team Member	Activity 1: \$20/pay Activity 2: \$20/pay	Wellness Surcharge – Team Member	\$20 or \$40
Spouse	Activity 1: \$40/pay	Wellness Surcharge – Spouse	\$40
Domestic Partner	Activity 1: \$40/pay	Wellness Surcharge – Domestic Partner*	\$40

*Domestic Partner surcharges are withheld on a post-tax basis

WELLNESS SURCHARGE OVERVIEW

ARE SURCHARGES WITHHELD PRE-TAX?

Yes, just like your medical plan deductions, Wellness Surcharges for Team Members and Spouses are withheld on a pre-tax basis.

When you earn a Wellness Surcharge REFUND, we are required to tax the refund, since it was previously earned income that has not been taxed.

HOW DO I ENROLL IN COACHING?

BY PHONE:

- Call Sharecare at 855-201-7533 (M-F 7:00am to 9:00pm CT & Sat from 8:00am to 4:30pm CT) to enroll now or visit www.sharecare.com/Niagara to make an appointment or through the Sharecare app! Enroll in coaching no later than 8/19/2025 to guarantee enough time to complete by the deadline.

ONLINE:

- Login to Sharecare using the Mobile App, or on a desktop computer with Google Chrome or Mozilla Firefox
- Choose **Achieve** from the left navigation area
- Choose **Coaching** from the top navigation
- **Schedule** your coaching session

When you choose to participate in Lifestyle Coaching, you can choose to focus on any of the following areas of health: Exercise, Nutrition, Stress, Weight, and Tobacco. The program requires you to interact with your coach 6 times, no more than 1 time per week but no later than 9/30/2025.

If you complete Sharecare's Lifestyle Coaching program by 9/30/2025, Niagara will stop the Wellness Surcharge and issue a full refund of all surcharges withheld year-to-date!

HOW CAN I SCHEDULE COACHING VIA PHONE?

You can also schedule your coaching session via the phone by calling Sharecare at 888-671-9395 and pressing the number 2.

WHAT CAN I EXPECT FROM COACHING?

You should expect 20 minutes for your first call. The remaining calls will be 15 minutes long.

The goal is to work on an area of health that could use improvement or if you are in a maintenance stage, perhaps move your progress along or provide you new ideas/tools/resources to improve or maintain your good health.

HOW WILL COACHING HELP ME AVOID THE WELLNESS SURCHARGE?

When you complete 6 sessions, no more than once per week prior to March 21, 2025, you will avoid surcharges for the year. If you complete coaching after the start of surcharges, but by the deadline of September 30, 2025, the surcharges will stop in your paycheck and you will earn a full refund of all surcharges paid.

CAN ANYONE CHOOSE TO PARTICIPATE IN LIFESTYLE COACHING?

Yes! All Team Members and covered spouses/partners are eligible for Lifestyle Coaching at no cost.

CAN I ENROLL IN LIFESTYLE COACHING NOW?

SOON! You can enroll through Sharecare prior to surcharges beginning. Coaches will be ready starting 1/2/2025. There is a deadline. You must enroll no later than 8/19/2025 and complete 6 sessions, no more than 1 session per week, to qualify for the Wellness Surcharge refund.

LIFESTYLE COACHING OVERVIEW- NIAGARA'S ALTERNATIVE PROGRAM

CAN MY SPOUSE/PARTNER ENROLL IN LIFESTYLE COACHING NOW?

SOON! You can enroll through Sharecare prior to completion of the Nicotine Attestation. Coaches will be ready starting 1/2/2025. There is a deadline. You must enroll no later than 8/19/2025 and complete 6 sessions, no more than 1 session per week, to qualify for the Wellness Surcharge refund.

CAN I COMPLETE COACHING FOR MY SPOUSE/PARTNER?

No. If your spouse/partner does not satisfy Activity 1, then your spouse/partner is the person that should complete 6 lifestyle coaching sessions.

WHAT IF MY COACH SCHEDULES ME OUT FOR MY NEXT SESSION IN 4 WEEKS?

Sharecare's coaching program is designed to be once every 4- 6 weeks to allow time between each session to apply different resources and tools learned through each session. However, for the Niagara program team members can complete one coaching session per week. Instead of making your next appointment directly with your coach, call Sharecare at 855-201-7533 anytime to schedule your next coaching session or receive a coaching session instantly over the phone.

Your health plan is committed to helping you achieve your best health. Rewards for participating in the Niagara Hydrate Your Health Wellness Plan are available to all eligible team members of Niagara. Rewards may include both incentives paid and surcharges avoided. If you are unable to meet a standard for a reward under the Niagara Hydrate Your Health Wellness Plan, you may be able to earn the same reward by meeting the reasonable alternative standard offered under the Plan for that reward. Contact benefits@niagarawater.com to learn about the reasonable alternative standard offered, so that you have an opportunity to qualify for the reward offered by the Niagara Hydrate Your Health Wellness Plan.

WAL-MART REWARDS OVERVIEW

FOR WAL-MART REWARDS, HOW MUCH CAN I EARN IN 2025?

Team Members covered by a Niagara Medical Plan as of 1/1/2025 are eligible for up to \$200 in Wal-Mart Rewards.

Spouses/Domestic Partners will not be eligible for additional Wal-Mart Rewards in 2025. Previously earned rewards will expire 12 months from the date earned.

HOW CAN I EARN ADDITIONAL REWARDS?

There are many ways to earn points such as tracking steps, calories, sleep and much more. To learn about more ways to earn Wal-Mart Rewards, visit the Sharecare website or download the Sharecare App.

HOW CAN I ACCESS MY WAL-MART REWARDS?

- You will login into [Sharecare](#)
- Choose **Achieve** from the left navigation bar
- Choose **Rewards**

ARE MY WAL-MART REWARDS TAXABLE TO ME?

Yes. Upon redemption of your Wal-Mart Rewards, dollars spent are considered taxable income to you. Niagara will process taxes on the amount you redeemed within one month of spending. Wal-Mart Rewards are taxable at the supplemental (or bonus) tax rate. Most team members will pay 22% in income tax on wellness rewards.

Because of the tax status of these rewards, we recommend you spend as you earn. Here's how the taxes could impact you:

If you Spend:	Your tax amount is:
\$200	\$44
\$150	\$33
\$100	\$22
\$75	\$16.50
\$50	\$11
\$25	\$5.50

WHEN CAN I ACCESS WAL-MART REWARDS?

As activities are completed, you will earn Wal-Mart Rewards. View the schedule of activities below.

Healthy Body Earn \$50	Healthy Mind Earn \$50	Healthy Finances Earn \$50	Healthy Community Earn \$50
<p>Includes:</p> <p>Dental Cleanings through a Niagara dental plan</p> <p>Complete preventive screenings (for ex, skin cancer screening, breast cancer screening, prostate cancer screening, etc...)</p> <p>Learn <i>10 ways a walk can improve your health</i></p> <p>Join our steps Wellness challenges</p> <p>Register with Teladoc</p> <p>Join our <i>Healthy plate Challenge</i></p> <p>Self-attest to <i>keeping hydrated and drinking enough water</i></p> <p>Watch a video on <i>Teladoc Virtual Primary care</i></p>	<p>Includes:</p> <p>Learn more about Mental Health awareness: <i>Resources for Resilience</i></p> <p>Join the <i>Power of Positivity challenge</i> to help learn how to keep a positive outlook</p> <p>Watch the <i>5 ways to calm an overstimulated mind video</i></p> <p>Join the <i>Sleep Tight Tonight</i> challenge to help with memory retention</p> <p>Learn more about Lyra our <i>Mental Well-being provider</i></p> <p>Join the <i>Meditation</i> challenge to learn mindfulness techniques</p> <p>Participate in yoga with the <i>5-minute yoga for anyone video</i></p> <p>Self-attest to <i>Communicating your thoughts more clearly to others</i></p>	<p>Includes:</p> <p>Complete a <i>Financial Health Assessment</i></p> <p>Meet with Niagara's financial advisor, Erik Tappin</p> <p>Learn <i>5 Ways to Increase Happiness and Not Break the Bank</i></p> <p>Join the <i>Budget Challenge</i> to help you reach your financial goals</p> <p>Watch the <i>Do you really know where your money is going video</i></p> <p>Watch <i>Financial wellness videos to learn more about an HSA, how to save and budget and much more</i> by watching Brain Shark videos in Workday!</p> <p>Join the <i>Budgeting and Savings Challenge</i></p> <p>Learn <i>Why It's important to transfer money into your savings accounts, 401(k), and emergency fund</i></p>	<p>Includes:</p> <p>Learn more about <i>Living and Learning through your relationships with others</i></p> <p>Join the <i>Team Steps Challenge</i> and learn how Niagara Cares has helped and supported many communities across the nation</p> <p>Complete a <i>Random Act of Kindness</i></p> <p><i>Create a challenge by completing a Peer to Peer challenge with your co-workers, friends, or family</i></p> <p>Join the <i>Cultivating Empathy Challenge</i> to learn how to be more empathetic</p> <p>Learn more about <i>Progyny- Family Building Benefit</i></p> <p>Learn <i>How you influence the health of other people in your social network</i></p>

Complete 4 Activities per category and earn up to \$200 in Wal-Mart Rewards

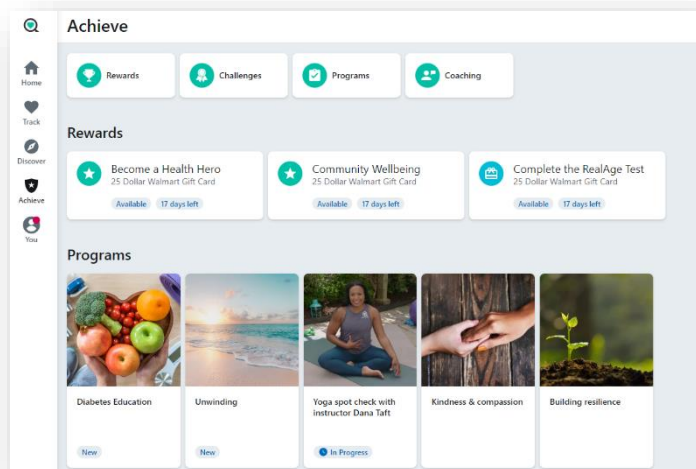
WELLNESS CHALLENGES OVERVIEW

WHAT KINDS OF WELLNESS CHALLENGES CAN I EXPECT?

Niagara will sponsor team walking challenges, healthy habits challenges, mindfulness challenges, and not to mention many other activities and programs through the Sharecare platform. With the Niagara sponsored challenges, you will have chances to win Niagara bucks and partner with our Niagara Cares team to help give back to our local communities.

WHERE CAN I FIND THE CHALLENGES AND OTHER PROGRAMS?

- Login to Sharecare
- Choose **Achieve** from the left navigation area
- Choose **Challenges** from the Top Navigation Area
- Or look for Programs at the bottom of the page



NEW HIRES OVERVIEW

ARE NEW HIRES ELIGIBLE FOR HYDRATE YOUR HEALTH 2.0?

Team Members and Spouses/Domestic Partners covered by a Niagara Medical Plan after 1/1/2025 are eligible for portions of the program.

Team Members and Spouses/Domestic Partners enrolled after 1/1/2025 are not subject to Wellness Surcharges.

Team Members enrolled after 1/1/2025 may voluntarily participate in the program for rewards. Activities include the Real Age Test, completing an Annual Wellness Visit, and participating in various wellness activities and challenges.

ARE NEW HIRES ELIGIBLE FOR LIFESTYLE COACHING?

Team Members and Spouses/Domestic Partners are eligible for Sharecare's Lifestyle Coaching program at no cost to you. See above for more information.

ARE NEW HIRES ELIGIBLE FOR WAL-MART REWARDS?

Team Members enrolled in a Niagara medical plan after 1/1/2025 are eligible for up to \$100 in Wal-Mart Rewards. Participation in some activities is contingent on your start date. Please find additional information below.



Earn \$25 for every two activities completed up to \$100

- Complete Preventive screenings (for example, skin cancer screening, breast cancer screening, prostate cancer screening, etc...)
- Complete Dental Cleanings through your Niagara dental plan
- Join the *Team Steps Challenge* and learn how Niagara Cares has helped and supported many communities across the nation
- Register with *Teladoc*
- Watch a video to learn how to schedule a *Primary care visit with Teladoc*
- Complete a *5 minute Yoga exercise* with yoga instructor Dana Taft
- Learn more about *Lyra Niagara's Mental Well-being Benefit*
- Join the *Sleep Tight* tonight challenge to help with memory retention
- Challenge yourself to *eat healthy* every day and track your progress
- Complete *5 Ways to Increase happiness and not break the bank*
- Join the *Cultivating Empathy challenge* to learn how empathy forms bonds and connects people
- Watch a video to *Calm an overstimulated mind*
- Improve your *RealAge*
- Complete a *Financial Health Assessment*
- Join the *Fall Steps Destination Challenge* and level up by unlocking various locations along the way
- Meet with *Niagara's Financial Advisor - Erik Tappin*
- Join the *Power of Positivity challenge* to learn how hope and optimism can help manage situations
- *Learn more about 401(k), creating a budget, investing and much more*
- *And Much more!*

PROGRAM INTEGRITY

HOW WILL NIAGARA ENFORCE INTEGRITY IN THE WELLNESS PROGRAM?

It is the expectation of Niagara Bottling that all Team Members make choices that uphold Niagara's values. Niagara has set **Conduct Standards** in the [Niagara Team Member Handbook](#). Please see page 27 for more information on what may occur if a team member does not uphold Niagara's values or conduct standards, including but not limited to, falsifying company records/documents, disorderly conduct, and other forms of cheating.

Your health plan is committed to helping you achieve your best health. Rewards for participating in the Niagara Hydrate Your Health Wellness Plan are available to all eligible team members of Niagara. Rewards may include both incentives paid and surcharges avoided. If you are unable to meet a standard for a reward under the Niagara Hydrate Your Health Wellness Plan, you may be able to earn the same reward by meeting the reasonable alternative standard offered under the Plan for that reward. Contact benefits@niagarawater.com to learn about the reasonable alternative standard offered, so that you have an opportunity to qualify for the reward offered by the Niagara Hydrate Your Health Wellness Plan.