



Smithfield

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HEALTHY YOU WELLNESS PROGRAM OVERVIEW

The Smithfield Wellness Program – Meat Your Healthy You – is an incentive-based program that allows employees to earn points throughout the wellness year. In order for employees to enter the wellness program, they must first complete the Gateway requirements – the Health Assessment and Biometric Screening. The annual requirement for employees to earn the incentive is to achieve and report 100 points. Points can be earned through completion of online courses, quarterly wellness challenges, daily Mini Challenges, Lifestyle Management coaching calls and reporting physical activity through a Fitbit® device.

NEW THIS YEAR: The Lifestyle Management coaching calls will be available to anyone who wants to participate in the coaching program. You will be reached out to if you are found to have three or more biometric risk factors, but participation is not required. However, even if you do not have any risk factors, you will still be eligible to enroll into the coaching program to earn points! You must complete four calls (no more than one call per month will be allowed) by September 30, 2017 in order to receive 20 points.

The wellness year runs from October 1 through September 30 and is divided into four quarters. The quarterly requirements are as follows:

Quarter 1 — Gateway October 1 to December 31	Points	Quarter 2 — Achievement January 1 to March 31	Points
Health Assessment	15 points	Complete one Asset Health Course	5 points
Biometric Screening	15 points	Complete up to five daily Mini Challenges (one point each)	5 points
Steps Requirement (420,000 Steps)	10 points	Steps Requirement (630,000 Steps)	10 points
		Complete Weight Loss Challenge	15 points
Quarter 3 — Achievement April 1 to June 30	Points	Quarter 4 — Achievement July 1 to September 30	Points
Complete one Asset Health course	5 points	Complete one Asset Health Course	5 points
Complete up to five daily Mini Challenges (one point each)	5 points	Complete up to five daily Mini Challenges (one point each)	5 points
Steps Requirement (630,000 Steps)	10 points	Steps Requirement (630,000 Steps)	10 points
Complete Race Toward Health Challenge	15 points	Complete Choose This Not That Challenge	15 points
		Complete fourth Lifestyle Management Coaching call	20 points

Employees who complete the annual wellness program will receive an incentive of \$600 paid after the end of the wellness year (this can be expected on the last pay period of November or first pay period of December).

New hires are eligible to join the wellness program each October 1.

