



WELLNESS PLATFORM – VIRGIN PULSE

The mission of our Wellness Platform – Virgin Pulse is to encourage healthy lifestyles and provide opportunities for employees to pursue physical, mental and overall well-being. The platform is customizable to meet your fitness and wellness needs. The more you engage, the more rewards you will unlock.

What are the rewards opportunities?

- Reward opportunity to earn up to \$420/year through the Virgin Pulse Portal. Your earnings amounts are determined based on activities completed and engagement on the platform. Earning opportunities are broken down as follows:
 - Up to \$100 per quarter for engaging in the platform
 - One time \$5 reward for registering on the platform
 - Annual \$15 reward for completing health risk assessment

Are the earnings taxable?

- Yes. Reward earnings will be taxed through payroll on a quarterly basis. The benefit amount is included in your W-2 wages

How do I redeem my points?

- You choose how you redeem your rewards. There are items for purchase on the Virgin Pulse Store, you can elect a gift card, or make a donation to a charity of your choice.
- Even though earnings are taxed quarterly, you can redeem Virgin Pulse points whenever you want! They do not expire for active employees.

Do I need a fitness tracking device to participate?

- No, but it makes activity tracking much easier.
- CAPTRUST will allow employees to receive reimbursement of up to \$100 on a fitness tracking device. Submit your receipt to hr.benefits@captrust.com and we will process your reimbursement in the next administratively feasible payroll.
- Here are some recommended devices and apps that connect with Virgin Pulse:

		
		
		
		

What are the requirements to participate?

- All full-time and part-time employees are eligible to participate in this program.

Please contact The Human Resources Benefits Team with any questions.