

# **Employee Health and Wellness Incentive Program**

## **Legal Instrument and Corporate Policy**

### **PREAMBLE**

THIS EMPLOYEE HEALTH AND WELLNESS INCENTIVE PROGRAM (the "Program") is established by Nexus Intelligent Systems, Inc., a Delaware corporation (the "Company"), effective as of January 22, 2024.

### **1. PURPOSE AND OBJECTIVES**

#### **1 Strategic Intent**

The Company recognizes that employee wellness is critical to organizational performance, innovation, and sustainable growth. This Program is designed to:

- Promote comprehensive employee health and well-being
- Reduce healthcare costs
- Enhance employee productivity and engagement
- Attract and retain top-tier technology talent

#### **2 Program Scope**

This Program shall apply to all full-time employees of Nexus Intelligent Systems, Inc., including employees in all divisions and geographic locations.

### **2. PROGRAM COMPONENTS**

#### **1 Health Assessment Incentives**

##### **(a) Annual Comprehensive Health Screening**

- Employees who complete an annual comprehensive health assessment will receive:
  - i. \$500 annual wellness credit
  - ii. Potential health insurance premium reduction
  - iii. Confidential health risk evaluation

##### **(b) Biometric Screening Participation**

- Employees meeting specific health metrics will be eligible for additional incentives, including:
  - i. Enhanced wellness credit

- ii. Fitness reimbursement
- iii. Personalized wellness coaching

## 2 Fitness and Wellness Benefits

### (a) Fitness Reimbursement

- Up to \$600 annual reimbursement for:
  - i. Gym memberships
  - ii. Fitness classes
  - iii. Personal training sessions
  - iv. Home fitness equipment

### (b) Mental Health Support

- Comprehensive mental health coverage including:
  - i. Unlimited telehealth counseling sessions
  - ii. Mental health app subscriptions
  - iii. Stress management workshops
  - iv. Confidential employee assistance program

## 3 Preventative Care Incentives

- 100% coverage for preventative screenings
- No-cost annual physical examinations
- Vaccination program with on-site immunization clinics

## **3. PROGRAM ADMINISTRATION**

### 1 Eligibility Criteria

- Full-time employees with minimum 90-day tenure
- Active employment status
- Compliance with program participation requirements

### 2 Incentive Calculation

Wellness credits and incentives will be calculated based on:

- Program participation
- Health assessment completion

- Achievement of individual wellness goals

### 3 Confidentiality and Privacy

- All health data shall remain strictly confidential
- Compliance with HIPAA privacy regulations
- Anonymized aggregate reporting only

## 4. LEGAL DISCLAIMERS

### 1 Program Modification

The Company reserves the right to modify, suspend, or terminate this Program at any time with appropriate notice.

### 2 Non-Contractual Status

This Program does not constitute an employment contract and does not guarantee continued employment.

## 5. EXECUTION

### 1 Effective Date

This Program becomes effective January 22, 2024, superseding all prior wellness initiatives.

### 2 Authorized Signatures

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Michael Chen

Chief Technology Officer

Nexus Intelligent Systems, Inc.

Dated: January 22, 2024

## 6. APPENDICES

Detailed implementation guidelines, forms, and supplemental documentation available in the Company's internal policy repository.