



# Ingram Benefits Newsletter

ISSUE 1  
SPRING 2024



## BENEFITING YOU

— at every stage —

### BE HEALTHY

As an Ingram associate, you have access to comprehensive health and wellness programs, and a suite of resources designed to help you and your family get and stay healthy.

### BE PREPARED

Prepare for future financial needs with our programs, such as life insurance, disability coverage, voluntary benefits, and a competitive 401(k) plan.

### BE BALANCED

Finding the balance between the demands that work and life often bring is difficult. That is why we have programs devoted to supporting you along the way.

## About Our Benefits Newsletter

At Ingram, we are focused on providing the resources that you need to make the most of your benefit plans and take care of yourself and your family. Review this newsletter and take advantage of the useful tips and programs. Stay tuned for more newsletters throughout the year.

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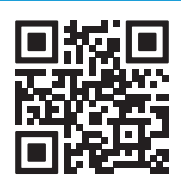
## BE HEALTHY

### Start Earning Points!!

1. Visit [PowerofVitality.com](https://PowerofVitality.com) and under the login box, click "Register Now"
2. Provide your name, date of birth, and email address
3. Provide your employee ID number

NOTE: Your spouse or domestic partner also needs to provide your employee ID number

Download the Vitality App and Start Earning Rewards Today!



## Want to save money on your medical premiums? Start with Vitality.



Ingram's Vitality Wellness Program is here to help you and your family stay healthy. With this program, you have access to a personalized approach to wellness, tools to make healthy life choices, and a variety of reward opportunities. Take action and start your wellness journey—your health and your wallet will thank you!

### How it Works

If you and your spouse/domestic partner are enrolled in an Ingram Medical Plan, you can start earning Vitality points right away. You want to earn points for two reasons. First, for each Vitality Point you earn, you will also earn a Vitality Buck. Vitality Bucks can be redeemed for exciting rewards, such as gift cards and fitness devices, in the Vitality Mall. Second, your Vitality Status is based on the number of points you earn each year. When you reach a higher Vitality Status, you save on your Medical/Rx premiums in the upcoming year.

### This Year's Requirements

Your medical premium in 2025 will be based on the Vitality status level reached by **December 1, 2024**.

### What Are the Different Status Levels?

Status levels go from Bronze to Platinum. Your Vitality status is based on the number of points that you earn when completing various activities. Refer to the chart below to determine the points needed for each status depending on who is enrolled in your Medical Plan.

#### You Only

<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>	<b>PLATINUM</b>
0 pts	2,500 pts	6,000 pts	10,000 pts

#### You + Spouse or Domestic Partner

<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>	<b>PLATINUM</b>
0 pts	3,500 pts	9,000 pts	15,000 pts

### How to Reach a Higher Vitality Status?

There are many ways to move from Bronze to Platinum Status. Visit [IngramBenefits.com](https://IngramBenefits.com) > Health > Vitality Wellness Program.

### NEW! Incentive for Platinum Status

Associates that reach Platinum status will be rewarded with an additional \$100 to be used in the Vitality Mall. The \$100 incentive will be a coupon promotion code\* listed in the Rewards section. Rewards will be taxed once they are used due to IRS requirements.

\* Promotion codes will expire on December 31, 2024.

## Your Wellness Roadmap



\*Health screenings include colorectal screening, COVID-19 vaccines, flu shot, mammogram, and pap smear test.

# CVS Caremark Cost Saver Program

If you are enrolled in any of the three Ingram Medical Plans, your prescription drug coverage is provided through CVS Caremark®. Being a member provides you access to Caremark Cost Saver™, a prescription discount program. Caremark Cost Saver makes sure you automatically get the lowest available cost for medications covered under your plan. All you have to do is present your member ID card when you pick up your prescriptions.

## Orthopedic Health Support with Specialist Management Solutions (SMS)

Bone, joint, ligament, tendon or muscle pain may be overwhelming. Fortunately, SMS Care Advocates can help schedule educational consults with a local specialist, serve as a single point of contact throughout your care journey, and provide direction to other programs in your health plan benefits. SMS is available through your health plan, at no additional cost.

### How does it work?

1. Contact UnitedHealthcare at **866.204.3120** and ask to speak with an SMS Care Advocate to learn more about a specific diagnosis, ways to manage musculoskeletal pain, and understand treatment options to then discuss with your treatment provider.
2. Work with the SMS Care Advocate to locate network providers, so you can determine the best site of care for your needs.
3. An SMS Care Advocate can remain in touch throughout the health journey—from the first call, all the way through recovery, if needed.

### Tips for Musculoskeletal Needs

Get back to doing the things you enjoy by using these tips and tricks!



#### WORK ON YOUR POSTURE

It can be hard to maintain good posture if you are working from a desk or looking at your phone all day. The first step to correcting your posture is by becoming more mindful of your body. Make sure you are sitting up nice and straight!



#### STAY ACTIVE

Try low impact activities such as walking, swimming, and yoga to help ease joint and back pain. You can even earn Vitality Points while doing it!



#### STRETCH

Turn on your favorite TV show and start stretching out! It is a simple way to prevent and ease your pain. Try using a foam roller for added release of tension.



## BE PREPARED

### Dependent Eligibility Verification

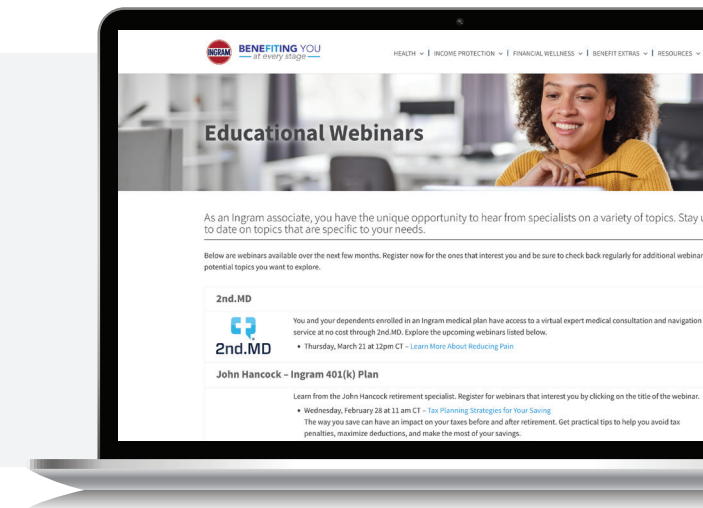
It is not a secret that healthcare costs increase year after year, so one way we have to control these costs and keep our benefits affordable is ensuring only eligible dependents are enrolled in our plans. Ingram has once again partnered with Consova, a market leader in dependent verification audits, to manage this year's Dependent Eligibility Verification. In the next few days, you will receive a packet from Consova with important details and next steps. **You must participate in this process to maintain coverage for your dependents.**

#### What happens if the eligibility of my dependent(s) is not verified?

If it is determined that an enrolled dependent does not meet the eligibility requirement, that person will be dropped from coverage immediately and the premiums paid will not be refunded.

### NEW! Educational Webinars

As an Ingram associate, you have the unique opportunity to hear from specialists on a variety of topics. These webinars are here to help you learn independently about topics that interest you. By visiting [IngramBenefits.com](https://IngramBenefits.com) > **Resources > Educational Webinars**, you can see the upcoming webinars from 2nd.MD, John Hancock, and FEDlogic. Check the page regularly to stay up to date on potential topics you want to explore more.



### Ingram 401(k) Plan—John Hancock

Contributing to a 401(k) plan is one of the easiest ways to save and invest for your future. Ingram matches 100% of the first 5% of eligible compensation you contribute to your 401(k) from day one.

Some key features:

- You may change your contribution percentage or opt out at any time
- You choose whether to make your contributions on a pre-tax or Roth 401(k) basis
- Your contributions are deposited into a personal retirement account
- You decide how the funds are invested
- If no investment options are selected, your money will be invested in a life path fund based on your year of birth and the approximate date you will retire (the fund assumes your retirement date is age 65)

For more information visit [IngramBenefits.com](https://IngramBenefits.com) > **Financial Wellness > 401(K) Plan.**

Download  
John Hancock's  
Retirement App





## BE BALANCED

### Emotional Wellbeing Solutions (EWS)



#### Your Employee Assistance Program

Life can be challenging, and you are not alone. Support is here for you 24/7 when you need it the most. Our Emotional Wellbeing Solutions (EWS), administered by Optum, provides you with confidential counseling and support at no additional cost to you. You and your eligible dependents can get guidance and resources to help navigate small questions and big problems. EWS is here to make your life easier by offering support in managing:

- Anxiety and depression
- Child and elder care support
- Living with chronic conditions
- Parenting and family issues
- Relationship problems
- Substance abuse
- Financial coaching

Eight (8) counseling sessions are available to you and your eligible dependents per year, per concern.

#### Live and Work Well

At [liveandworkwell.com](https://liveandworkwell.com), you'll find health resources and personalized services to help you and those you care about find the balance, support, and care to live the healthiest life possible. The Live and Work Well site is available 24/7 for confidential access to professional care, self-help programs, and a variety of helpful information. You can browse resources and get referrals to help balance your work and personal life.



#### To Get Started

Visit [liveandworkwell.com](https://liveandworkwell.com) (access code: Ingram) or download the Optum Assist app. You can also call [866.374.6061](tel:866.374.6061) to get confidential support.

### Self Care by AbleTo

Access coping tools, meditations, and more at no cost to you. Self Care by AbleTo is designed to help you understand your emotional well-being and help reduce stress and worry.

What you'll get:

- Daily mood tracking
- Mental health tools
- Curated tools and techniques
- Personalized activities
- To get started, visit [liveandworkwell.com](https://liveandworkwell.com) (access code **Ingram**) > **Benefits & Services > All Benefits > Explore Self Care.**

### Self-Care Courses and Tools

Available at [myuhc.com](https://myuhc.com), you have access to courses and tools at no additional cost when you want to work on skills to support your mental health at your own pace. Topics include, but are not limited to:

- Mindfulness
- Handling anxiety
- Resilience
- Better sleep
- Relationship skills
- Cultivating joy

### Access AbleTo

Once you've registered, download the AbleTo app to access Self Care on the go



# Benefits Information at Your Fingertips



**BENEFITING YOU**  
— at every stage —

## INGRAM BENEFITS TEXTING

Text INGRAM to **800.876.7266** or scan the QR code.  
(Keyword is not case sensitive)

*Message and data rates may apply. Reply STOP to opt-out at any time.  
Text responses are not monitored.*

## INGRAM BENEFITS WEBSITE

Visit **IngramBenefits.com** from your computer, phone, or tablet.  
Come back often for benefit news and updates.

## INGRAM BENEFITS DEPARTMENT

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