



BENEFITING YOU
— at every stage —



VITALITY WELLNESS PROGRAM FAQ

What Is Vitality?

Vitality is a fully integrated wellness program selected by Ingram to offer you and your spouse or domestic partner (if enrolled in an Ingram medical plan) a personalized pathway to better health, an opportunity to earn a medical plan premium discount, and chances for additional rewards.

Why Did Ingram Select Vitality?

Ingram cares about your health and wants to reward you for living a healthy lifestyle. Better health is good for everyone—you, your family, and our company. We've made a bigger investment in programs that address your overall well-being—physical, financial, and emotional. There are a lot of wellness options available in the marketplace and we selected Vitality based on their award-winning program which has helped 20+ million members worldwide improve their health over the past 20 years.

In addition to our other well-being programs, such as the Employee Assistance Program (EAP) and Financial Wellness through Prudential, we felt it important to offer you a robust and easy-to-use wellness program, with a personalized approach that can help you maintain and improve your health now and in the future.



Activities = Points = Silver Status = Premium Discount

When you register with Vitality and complete certain activities, you earn Vitality Points. We've set a points goal that if reached by December 1, 2022, will save you a considerable amount on your medical plan premiums in the 2023 plan year. There is one requirement and you have the flexibility to choose how you would like to build your points toward Silver Status. Read on for more details.

What is the Requirement?

1. Reach Silver Status (2,500 points if only you are enrolled in an Ingram medical plan and 3,500 combined points if you and your spouse or domestic partner are enrolled in an Ingram medical plan) by completing a variety of wellness activities listed [here](#) and at [PowerofVitality.com](https://www.PowerofVitality.com)

Why Should I Complete the Activities and Earn Silver Status?

If you and your spouse or domestic partner complete the three requirements above by December 1, 2021, and earn enough points to reach Silver Status, you'll receive the Engaged Wellness Rate for the 2023 plan year. This is a \$130/month savings in medical plan premiums.

- For each Vitality Point you earn, you earn a Vitality Buck. You can redeem your Vitality Bucks for items such as gift cards and fitness devices in the Vitality Mall. Cash equivalents such as gift cards will show as taxable income on your paystub per IRS guidelines
- Participation in the Vitality Wellness Program and the related activities can help you maintain as well as improve health and overall well-being in the future

What Activities I Can Complete to Earn Points Toward Silver Status?

- You and your spouse or domestic partner (if enrolled in an Ingram medical plan) will earn 500 points each for completing the Vitality Health Review (VHR)
- You and your spouse or domestic partner can earn 725 points each for being tobacco-free
- Additional point-earning activities within the program that are the best fit for you. Here are some examples:
 - **Online nutrition course:** 300 points each (three per year)
 - **Sports league and/or athletic event (level 2):** 350 points each
 - **Flu shot:** 200 points
 - **COVID-19 vaccine:** 250 points per dose
 - **Dental screening:** 200 points
 - **Vision screening:** 200 points
 - **Preventive health screenings:** 400 points
 - **Vitality Check:**

VITALITY CHECK®			
Activity	Points		Frequency
Body Mass Index (BMI)	125	SCREENING	Once per year
Blood pressure	125		Once per year
Cholesterol	125		Once per year
Fasting glucose/HbA1c	125		Once per year
BMI	1000	RESULTS	Once per year
Blood pressure	600		Once per year
Cholesterol*	600		Once per year
Fasting glucose/HbA1c	600		Once per year
Non-tobacco user	725		Once per year

* Total cholesterol or low-density lipoprotein (LDL)
A reasonable alternative standard is available when a member is unable to achieve in-range results.

- [Look here](#) for additional ways to earn points!

What Is the VHR?

- The VHR is a short, confidential online questionnaire to better understand where you are doing well and where you may need some additional help in becoming the healthiest person you can be
- Taking the VHR can help personalize your experience. This short assessment ensures the program understands your goals and health status from day one
- Taking the VHR is optional, but to get the most from the Vitality program, and is highly encouraged

Does This Take the Place of Visits to My Primary Doctor or Recommended Annual Preventive Care?

- These wellness activities are not intended to replace your relationship with your primary care doctor, nor are they intended to replace recommended annual preventive care
- In addition to doctor visits and preventive care, Vitality offers points through the Vitality Check. On your portal, check the Points Planner tab to learn more about different activities, including the Vitality Check

What Resources Are Available if I Need to Improve My Health?

All Vitality activities can improve your health and well-being—from increasing exercise and better nutrition, to reducing stress through meditation. **Look here** for many of the health-improving activities available to you and your eligible spouse or domestic partner and log on to **PowerofVitality.com** to receive additional suggestions.

Am I Required to Participate in the Vitality Wellness Program? What Happens if I Choose Not to Participate?

No, you are not required to participate; however, you can only earn the medical plan premium discount if you do.

What about Biometric Screening Events ?

We may offer biometric screenings in 2022, and we encourage you to complete your annual preventive exams with your physician. Through the Vitality Check and Prevention activities in the Points Planner, you'll earn Vitality Points for having your physician check your blood pressure, glucose, BMI, and cholesterol, as well as for annual wellness activities such as mammograms and colorectal screenings.

How Is Vitality Protecting My Personal Information?

Personal Information that you share on the website is kept strictly confidential and fully secure. Your encrypted (encoded) Personal Information is protected using “Secure Socket Layers (SSL)” as it passes between your browser and the Vitality website. Vitality follows generally accepted industry standards to protect the Personal Information they receive, both during transmission and upon receipt.

Does Vitality Sell My Personal Information?

No. Vitality will never sell, rent, or lease your Personal Information.

How Does Vitality Use Personal Information?

Vitality uses your personal information for the most part to:

- Administer and manage your account
- Create and maintain your profile
- Generate goals, activities, and/or targets
- Recommend activities and engagements
- Apply rewards earned
- Make program features available to you
- Fulfill purchase orders you make through the program
- Track progress through the program

Will Ingram See My Activity and Health Results?

No, Ingram will not see your individual results. Vitality will give Ingram and Businessolver, our benefits administrator, only the minimum information needed to apply your Engaged Wellness Rate—whether you completed the VHR and Tobacco Attestation and your point status, without providing any information on how those points were earned.

For a complete list of the types of information Vitality collects, go to [PowerofVitality.com](https://www.powerofvitality.com) and click on the “Privacy Notice” link at the bottom of the homepage.

