Welcome to your 2017 Wellness Program! All Evolve Bank and Trust employees enrolled in the medical benefits will have opportunities to participate in various wellness activities that can reward them with an incentive at the end of the benefit year. Program details are outlined in this brochure.

Requirements
Complete steps 1, 2, 3, and 4 listed below and on page 3 to earn a premium discount in 2018!

STEP 1 – KNOW YOUR NUMBER ASSESSMENT (15 Pts)
You must complete the Know Your Number Assessment located on the Wellness Portal under My Health Assessments>Know Your Number Assessment by November 30, 2017.
- If you see that your metrics are entered, complete all questions and click Finish to submit your responses.
- If you see that your metrics are not yet entered, complete all other questions and click Save. The assessment will be completed once your metrics are entered by Wellworks For You.

STEP 2 – PHYSICIAN RESULTS FORM (15 Pts)
Visit your Primary Care Physician to complete your Annual Physical Exam and obtain lab work. Print out the Physician Results Form located on the Wellness Portal under My Profile>Wellness Toolbox and take it to your doctor. All metrics must be collected in order to receive credit. Wellworks For You will accept screening results from December 1, 2016 through November 30, 2017. Once you have submitted the Physician Results Form, your results from the screening will be used to determine healthy ranges.

STEP 3 – TOBACCO ATTESTATION FORM/SMOKING CESSATION LEARNING SERIES (15 Pts)
Print out the Tobacco Attestation Form located on the Wellness Portal. If you are a non-tobacco user, you will earn credit by completing the Tobacco Attestation Form certifying that you do not use tobacco. If you indicate that you are a tobacco user, you must complete the online six (6) Week Smoking Cessation Learning Series located on the Portal under the Learning tab, by November 30, 2017, in order to complete this requirement.

Please Note: The last date to begin the Smoking Cessation Learning Series is October 12, 2017.

STEP 4 – EARN POINTS
By completing steps 1, 2, and 3 you will earn a total of 45 points. Accumulate 55 more points, a total of 100 points, by participating in wellness programs, events, and activities throughout the year. Details regarding the additional activities are located on page 3 and on the Wellness Portal under My Profile>Programs and Events.

Incentives
You must complete the Know Your Number Assessment, Physician Results Form, Tobacco Attestation/Smoking Cessation Learning Series (if applicable) and accumulate 100 points by November 30, 2017 to be eligible for a premium discount in 2018.

Please note: If you are enrolled in the medical benefits and do not complete the wellness program requirements, your premium rate for the 2018 medical plan year will be affected.
Earn Points

Accumulate a total of 100 points to complete step 4, by participating in wellness programs, events, and activities throughout the year. Details regarding the additional activities are located on the Wellness Portal under My Profile>Programs and Events.

### REQUIRED ACTIVITIES

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Know Your Number Assessment, Physician Results Form, and Tobacco Attestation/Smoking Cessation Learning Series (if applicable). For more details please refer to page two (2).</td>
<td>45 (total)</td>
</tr>
</tbody>
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### HEALTHY RANGES

<table>
<thead>
<tr>
<th>Ranges</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>Blood Pressure – Systolic: less than or equal to 130 mmHg, Diastolic: less than or equal to 90 mmHg</td>
<td>10</td>
</tr>
<tr>
<td>LDL Cholesterol – LDL Cholesterol less than or equal to 130 mg/dL</td>
<td>10</td>
</tr>
<tr>
<td>HDL Cholesterol – Men: greater than or equal to 40 mg/dL, Women: greater than or equal to 50 mg/dL</td>
<td>10</td>
</tr>
<tr>
<td>Triglycerides – Triglyceride level less than or equal to 150 mg/dL</td>
<td>10</td>
</tr>
<tr>
<td>Waist Circumference – Men: under 40 inches, Women: under 35 inches</td>
<td>10</td>
</tr>
</tbody>
</table>

If you are unable to meet the waist circumference healthy range due to pregnancy, you must complete the Prenatal Visits form that certifies you completed at least six (6) prenatal visits.

### ACTIVITIES

<table>
<thead>
<tr>
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<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wellness Challenges</strong> - Wellness challenges will be announced via email during the year. (Limit 2 per year)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Weight Management Program</strong> - Program may be at home, in office, or with a physician. Proof must include 10 weeks of active participation in the program. (Limit 1 per year)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Race Participation</strong> - Participate in a walking, running, swimming, or bicycling event with a minimum distance of 5K. Submit proof of participation such as a confirmation email, receipt, registration information, etc., by 11/30/17. (Limit 2 per year)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Learning Series</strong> - Complete a 6-week Learning Series under the Learning tab on the Wellness Portal. You must begin no later than 10/12/17 to complete the series by the deadline of 11/30/17. (Limit 1 per year)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Physical Activity Log</strong> - Track your gym visits, fitness classes, and any other physical activity on the Physical Activity Log located on the Wellness Portal under My Profile&gt;Wellness Toolbox or using a compatible device or app. You must track 100 activities by 11/30/17. (Limit 2 per year)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Preventative Visits</strong> - Earn 15 points for each preventative visit you complete (dental, vision, mammogram, OB/GYN, colonoscopy, dermatology, flu shots, and prostate exams). Complete the Proof of Visit Form located on the Wellness Portal under My Profile&gt;Wellness Toolbox and submit by 11/30/2017 for each visit. (Limit 1 per type)</td>
<td>20</td>
</tr>
<tr>
<td><strong>Yearly Walking Challenge</strong> - Log at least 1 million steps within the Wellness Portal via device or app by 11/30/17. To view a full list of all compatible devices, select Devices/Apps&gt;Device/App Connect on the Wellness Portal, locate your device, and follow the instructions to connect to your Wellworks For You account.</td>
<td>20</td>
</tr>
<tr>
<td><strong>Community Wellness</strong> - Volunteer and better your community! Submit proof of at least 3 hours of volunteer work. Proof can be in the form of a letter, certificate, etc. (Limit 2 per year)</td>
<td>20</td>
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</tbody>
</table>

### DEVICE/APP TECHNOLOGY

Our Wellness Portal is compatible with pedometers and tracking systems so you can seamlessly track your activity! Simply sync your device on the Wellness Portal by selecting Devices/Apps>Device/App Connect. As a wellness partner, Evolve employees are eligible to receive a discount on the purchase of pedometers. Simply print the Pedometer Order Form located in your Wellness Toolbox to order your device!

- Fitbit
- Garmin
- Jawbone
- MyFitnessPal (Free)
- Moves – steps only tracking (Free)
- Apple Health (Free)
- Google Fit (Free)
- And More!
Health Coaching

WANT TO IMPROVE YOUR HEALTH?
Let a Wellworks For You Health Coach help you make lifestyle improvements! These free, 100% confidential, one-on-one sessions are a great way to speak with a health professional on a variety of topics. Each session is confidential and tailored to meet the goals designed by you and your coach. Call a Health Coach today at 855-210-8435 to begin making lifestyle improvements! Coaches are available Monday – Friday from 9:00 AM – 6:00 PM EST.

Wellness Portal

In order for your participation in the program to be tracked, you must have a Wellworks For You Wellness Portal account. If you already have an account, you DO NOT need to create a new one. If you do not have an account, please follow the steps below to register. In accordance with HIPAA confidentiality laws, your individual data is accessible only to you and the third party vendor, Wellworks For You.

NEED AN ACCOUNT? REGISTER TODAY!

1. Go to www.wellworksforyoulogin.com
2. Click the link to create an account as a New Member
3. Enter your Company ID: 10576
4. Create a Username and Password
5. Accept the terms of the Consent Form
6. Enter the required Personal Information

FORGOT YOUR PASSWORD?

1. Go to www.wellworksforyoulogin.com
2. Select the Forgot Password link
3. Enter your email address to initiate the password reset process or contact 800.425.4657 to have a temporary password set or if you forgot your username

VIEW DETAILS FOR ALL PROGRAMS, EVENTS, AND ACTIVITIES

Events are listed on your personal Wellness Portal under My Profile>Programs and Events. To view extended details about each program, select Click Here for Details next to the event title.

VIEW AND DOWNLOAD DOCUMENTS FOR COMPLETION

All required forms are located on the Wellness Portal under My Profile>Wellness Toolbox. Participants can download and print all PDF forms for completion.

VIEW YOUR PARTICIPATION POINTS

Wondering how many points you have earned throughout the year?
1. Log into your Wellness Portal
2. Go to My Profile>ResultsNow

Please allow at least 2 weeks for participation to be updated in the Wellness Portal after completing an activity. If there are any questions about your participation or completion, please contact Alyssa LaMon at a.lamon@wellworksforyou.com.
The Evolve Bank and Trust Wellness Program is a voluntary wellness program available to all employees enrolled in Evolve’s medical plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment, Know Your Number (KYN) that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening via the Physician Results Form, which will include a blood test for a full cholesterol panel, (total cholesterol, high density lipoprotein, calculated low density lipoprotein, triglycerides). This will also include body measurements, such as height, weight, and waist circumference. You are not required to complete the Know Your Number assessment or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive a premium discount in 2018 for completing the Know Your Number Assessment, Physician Results Form, Tobacco Attestation Form or Smoking Cessation Learning Series, and earning a minimum of 100 points by completing additional activities. Although you are not required to complete the Know Your Number assessment, Physician Results form, and Tobacco Attestation Form/Smoking Cessation Learning Series, only employees who do so will receive the incentive.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Wellworks For You at 800-425-4657.

The information from your Know Your Number Assessment and the results from your Physician Results Form will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program. You also are encouraged to share your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Evolve Bank and Trust may use aggregate information it collects to design a program based on identified health risks in the workplace, Wellworks For You will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are the Wellworks For You team and Health Coaches in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Wellworks For You at 800-425-4657.