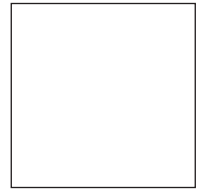




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## Participate in *Well-being Matters*

**At Arkema, your well-being matters.** Your well-being encompasses many parts of your life, including your physical, mental, social, and financial health. We are excited to continue partnering with Castlight for *Well-being Matters* to help you prioritize your well-being—all while earning rewards.

**Read on for important changes in how you and your enrolled spouse can each earn a \$400 reduction in your medical plan premiums for 2024.**



Visit [mycastlight.com/arkema](https://mycastlight.com/arkema) or download the Castlight Mobile app from the App Store or Google Play Store today! Use the QR code to get started.

# Make the Most of Castlight



**Castlight can support you in more ways than rewarding your commitment to well-being!** You can also review the details of your health benefits and receive personalized advice when navigating the world of healthcare.

## **DON'T FORGET TO EXPLORE CASTLIGHT'S OTHER RESOURCES, INCLUDING:**

- ✓ **One-on-one support** from Castlight Care Guides for issues like finding a doctor or understanding your health benefits
- ✓ **A summary** of the health benefits you have enrolled in
- ✓ **A provider search tool** that can let you sort providers by services
- ✓ **A cost-estimator tool** so you know how much you'll pay for a service before your visit
- ✓ **Access to your digital insurance card(s)** in your account online or through the Castlight mobile app



You can even earn points toward your medical plan premium reduction for using some of these features! Visit [mycastlight.com/Arkema](https://mycastlight.com/Arkema) or download the Castlight Mobile app to get started today.



# Well-being Matters



Since its launch, the *Well-being Matters* program has empowered Arkema employees and their spouses to take charge of their health and earn rewards doing it. If you didn't participate last year, now is your chance to participate in the improved *Well-being Matters* program.

## WHAT'S NEW

We continually update Well-being Matters to ensure you can make the most of the healthy actions that matter to you. Here's what's changing for 2023 – 2024:

- ✓ **We're increasing the number of points you earn for many activities**, including the Quest Screening, Health Assessment, and Preventive Care Screening. See inside for a full list of your opportunities to earn!
- ✓ **More types of preventive screenings are now acceptable** to satisfy the Preventive Care Screening activity.
- ✓ **If your spouse is covered under your Arkema medical plan, you can each earn 2,000 points individually to earn the \$400 medical plan premium reduction.** In other words, you can each earn a separate \$400 reduction for earning 2,000 points, for a combined maximum of \$800. You no longer need to both reach 2,000 points to earn any reduction. For example:
  - If your spouse earns 2,000 points and you don't, you still get a \$400 medical premium discount.
  - If you earn 2,000 but your spouse doesn't, you can still earn a \$400 medical premium discount.
  - If both of you earn 2,000 points, you can get the full \$800 medical premium discount.
- ✓ **The value of the gift card you can earn after earning 2,000 points is increasing from \$40 to \$50 this year.** If you (or you and your spouse) earn an additional 500 points after earning your medical plan premium reduction, you and your covered spouse can now each earn a **\$50 Amazon Gift Card** (an increase of \$10 in value).

Certain activities, such as *Know Your Numbers*, *Complete a Preventive Care Screening*, and *Complete the Health Assessment*, are not required to earn your medical plan premium reduction. However, completing them earns you the most points. They are also important steps in understanding your health, your key risks and how you can be a healthier you.

### ATTENTION NEW HIRES

Employees hired or rehired on and after June 1, 2023 will automatically receive a medical premium discount for 2024. This includes enrolled spouses too. Then, beginning July 2024, you and your enrolled spouse will be required to each earn 2,000 points if you want to retain the full discount for 2025. Employees hired on or after June 1, 2022 who received a discount as a new hire this year will have to earn 2,000 points by November 1, 2023 to retain the discounts they receive now for 2024.




# Make Your Well-being Matter!

Through *Well-being Matters*, Arkema rewards you for making your well-being a priority. **If you earn at least 2,000 points by November 1, 2023**, you can receive a medical plan premium reduction and become eligible for other prizes. Visit [mycastlight.com/arkema](https://mycastlight.com/arkema) or download the Castlight Mobile app to begin earning points!

## WHAT YOU EARN WITH YOUR POINTS

Timing & Points	If you are enrolled in Arkema medical coverage for 2024	If you waived Arkema medical coverage for 2024
<b>By November 1, 2023 with 2000 points</b>	Get a discount on your 2024 medical plan contributions: <ul style="list-style-type: none"><li>✓ <b>\$400</b> if you or your covered spouse participates</li><li>✓ <b>\$800</b> if you and your covered spouse both participate</li></ul>	Receive <b>\$200</b> via your paycheck in early 2024.
<b>By June 30, 2024</b>	<b>Earn another 500 points to get a \$50 Amazon gift card!</b> Every ten points can also be used to 'purchase' one sweepstakes entry if you spend them under the Rewards Center before sweepstakes drawings on March 31, June 30, and December 30 each year.	



After November 1, 2023, if you've earned the medical plan premium reduction, your points will be removed from your account. If you've earned at least 2,000 points, you can earn 500 additional points to get a \$50 Amazon gift card. Every ten points can also be used to 'purchase' a sweepstakes entry if you spend them under the Rewards Center before sweepstakes drawings on March 31, June 30, and December 30 each year for great prizes including **\$150 VISA or Amazon Gift Cards, iPads, Apple Watches, and AirPods.**

## HEALTHY ACTIONS

When it comes to your well-being, we believe in empowering you to focus on what matters to you. That's why there are many Healthy Actions you can complete to earn points towards your medical plan premium reduction and other prizes! [New or updated healthy actions](#) are listed below in **green**.

<input checked="" type="checkbox"/> <b>Healthy Action</b>	<b>Points</b>	<b>Frequency</b>
<input type="checkbox"/> <b>Get Active:</b> Walk 5,000/7,000/10,000 steps	5/7/10	Once daily each
<input type="checkbox"/> <b>Sleep Well:</b> Track your sleep	5	Once daily
<input type="checkbox"/> <b>Eat Smart:</b> Track your meals	10	Once daily
<input type="checkbox"/> <b>Healthy Habits:</b> Make coffee, drink water, breathe, develop empathy, eat veggies, stretch, learn to listen, read, connect, eat fruit, power down, meditate, feel grateful	5 each	Once daily each
<input type="checkbox"/> <b>Explore and Earn:</b> Understand your plan, see your claims, search for care, rate a doctor, build a care plan	5 each	Once annually each
<input type="checkbox"/> <b>Welcome Points:</b> Register and download the mobile app	5 each	Once per lifetime each
<b>Hinge Health Musculoskeletal Program</b> <input type="checkbox"/> Watch the Hinge Health video <input type="checkbox"/> Complete the Clinical Screener <input type="checkbox"/> Complete 1 exercise session <input type="checkbox"/> Complete 4 exercise sessions <input type="checkbox"/> Complete 8 exercise sessions	5 10 25 50 50	Once annually each
<b>Livongo Diabetes Management</b> <input type="checkbox"/> Watch the Diabetes video <input type="checkbox"/> Enroll in Livongo for Diabetes <input type="checkbox"/> Complete your first check <input type="checkbox"/> Check at least once per week <input type="checkbox"/> <b>Complete 5 checks in a week</b> <input type="checkbox"/> <b>Complete 12 checks in a month</b>	5 10 25 10 <b>25</b> <b>25</b>	Once annually Once per lifetime Once per lifetime Once weekly <b>Once weekly</b> <b>Once monthly</b>
<b>Livongo Hypertension Management</b> <input type="checkbox"/> Watch the Hypertension video <input type="checkbox"/> Enroll in Livongo for Hypertension <input type="checkbox"/> Complete first blood pressure check <input type="checkbox"/> Check at least once per week <input type="checkbox"/> <b>Complete 5 checks in a month</b> <input type="checkbox"/> <b>Complete 12 checks in a month</b>	5 10 25 10 <b>25</b> <b>25</b>	Once annually Once per lifetime Once per lifetime Once weekly <b>Once monthly</b> <b>Once monthly</b>
<input type="checkbox"/> <b>Well-being Assessment</b>	<b>600</b>	Once annually
<b>Know Your Numbers</b> <input type="checkbox"/> Complete the screening <input type="checkbox"/> View your results through Quest	<b>500</b> 100	Once annually each
<input type="checkbox"/> <b>Aetna Tobacco Cessation:</b> Complete 4 sessions	200	Once annually
<input type="checkbox"/> <b>COVID-19 Immunization or Booster</b>	50	Once annually
<input type="checkbox"/> <b>Dental Visit Attestation</b>	100	Once annually
<input type="checkbox"/> <b>Emotional Wellbeing Screening on <a href="http://www.resourcesforliving.com">www.resourcesforliving.com</a></b>	100	Once annually
<input type="checkbox"/> <b>Attend Two Fidelity Money Day Sessions</b>	200	Once annually



## HEALTHY ACTIONS (CONTINUED)

<input checked="" type="checkbox"/> Healthy Action	Points	Frequency
<input type="checkbox"/> <b>Flu Shot Attestation</b>	50	Once annually
<input type="checkbox"/> <b>Preventive Screenings Attestation</b> (Annual Physical, Mammography)	600	Once annually
<input type="checkbox"/> <b>Tobacco/Nicotine-free Attestation</b>	50	Once annually
<input type="checkbox"/> <b>Volunteer Attestation*</b>	100	Once annually
<b>Participate with the Rx Savings Solutions (RxSS) Program**</b>		
<input type="checkbox"/> Watch the Learn More video	25	Once annually
<input type="checkbox"/> Call Rx Savings Solutions	25	Once per lifetime
<input type="checkbox"/> Activate your account	50	Once per lifetime
<input type="checkbox"/> Opt into text messaging	25	Once per lifetime
<input type="checkbox"/> Use “Contact my Prescriber”	150	Once weekly

\*An additional Volunteer Attestation opportunity will be added on January 1, 2024 to support and encourage additional volunteer activities.

\*\*Employees and enrolled dependents who completed RxSS activities prior to launch will be awarded points.

Visit [mycastlight.com/arkema](https://mycastlight.com/arkema) or the Castlight Mobile app for details on how to complete any of the Healthy Actions.

## HOW WELL-BEING MATTERS WORKS: MEET JULIE AND BRYAN

Julie and her husband, Bryan, both participate in *Well-being Matters* to earn their full medical plan premium discount. Let's look at how they each reached 2,000 points. Now, they can keep earning points to earn the Amazon gift card and enter the sweepstakes!

Julie's Healthy Actions	Points	Bryan's Healthy Actions	Points
<b>Know Your Numbers</b>		<b>Know Your Numbers</b>	
Complete the screening	500	Complete the screening	500
View your results through Quest	100	View your results through Quest	100
<b>Preventive Screenings Attestation</b>	600	<b>Preventive Screenings Attestation</b>	600
<b>Well-being Assessment</b>	600	<b>Well-being Assessment</b>	600
<b>Attend Two Fidelity Money Day Sessions</b>	200	<b>Attend Two Fidelity Money Day Sessions</b>	200
<b>Get Active:</b> Walk 5,000 steps (daily for two weeks)	5x14 = 70	<b>Aetna Tobacco Cessation:</b> Complete 4 sessions	200
<b>Eat Smart:</b> Track your meals (daily for two weeks)	10x14= 140	<b>Tobacco/Nicotine-free Attestation</b>	50
<b>Total Points</b>	<b>2,210</b>	<b>Total Points</b>	<b>2,250</b>

### INTERESTED IN BECOMING A WELL-BEING CHAMPION AT YOUR SITE?

Do you want to help your coworkers with their health and well-being goals? You have the opportunity to become a Well-being Champion at Arkema. Just for registering as a Well-being Champion, you'll earn points. You can earn even more points for engaging your coworkers, communicating about monthly well-being activities important to the physical, emotional/mental, financial, and social/community health of you and your coworkers!

If you are interested, please reach out to [Katherine.Sampson@arkema.com](mailto:Katherine.Sampson@arkema.com) for more information.