



WellBeing³⁶⁵
empowering your health every day

GET READY FOR SAIC'S 2020 RALLY WELLNESS PROGRAM

RALLY[®]



Read this brochure to learn how to earn wellness incentives in 2020



Register or login to the Rally website or mobile app



Set well-being goals, track activities, and earn incentives beginning February 1, 2020!

SAIC[®]

EARNING WELLNESS INCENTIVES JUST GOT EASIER

We understand you may not be able to complete some of your SAIC Rally Wellness Program activities due to COVID-19 impacts. To help you reach your 2020 wellness goals, we added two new ways to earn your wellness incentives by the October 31, 2020 deadline.

NEW ACTIVITY OPTIONS AVAILABLE STARTING JUNE 3

At-Home Biometric Screening Kit

The At-Home Biometric Screening Kit is an alternative to completing a biometric screening in a Quest Diagnostics lab or doctor's office. It allows for a self-administered test with easy to use, step-by step instructions and pre-paid shipping. The At-Home kit is a blood lancet finger stick that tests cholesterol and blood glucose. Self-reporting is required for blood pressure, height and weight.

Based on your benefits election, you can earn the same wellness incentive by completing an At-Home Biometric Screening Kit as if you completed the screening in person. Please note: You can only receive an incentive for completing one biometric activity.

At-Home Biometric Screening Kit Activity Incentives		
If you are enrolled in a HSA-eligible Premium, Standard or Core Plan and are eligible to contribute to a HSA:		If you are enrolled in Kaiser, the PPO, or enrolled in a HSA-eligible Premium, Standard or Core plan but are not eligible to contribute to a HSA or waive SAIC medical
Base annual salary as of Jan. 1, 2020 is less than \$100K Up to \$1,000 annually	Base annual salary as of Jan. 1, 2020 is \$100K or more Up to \$500 annually	
\$150 HSA	\$75 HSA	
		400 Rally Coins

Follow these steps to request an At-Home Biometric Screening Kit:

- Log in to Rally
 - Single sign-on (SSO) from **Wellbeing365**. Select the Wellness Rewards tile > LOGIN TO RALLY
- Go to the wellness screening activity on the *Employer Rewards* page and follow the instructions to request a kit
- The kit will arrive at your home in 5 to 7 days
- Return the completed kit in the pre-paid shipping materials provided as quickly as possible to ensure you receive your wellness incentive before the October 31 deadline

COVID-19 Attestation

You can certify you are complying with **CDC guidelines** to protect yourself and those around you, such as washing your hands, social distancing and wearing a mask.

Based on your benefits election, you can earn the following wellness incentive by completing a COVID-19 Attestation as an alternative to completing one of the preventive care exams and a dental care exam.

COVID-19 Attestation Activity Incentives		
If you are enrolled in a HSA-eligible Premium, Standard or Core Plan and are eligible to contribute to a HSA:		If you are enrolled in Kaiser, the PPO, or enrolled in a HSA-eligible Premium, Standard or Core plan but are not eligible to contribute to a HSA or waive SAIC medical
Base annual salary as of Jan. 1, 2020 is less than \$100K Up to \$1,000 annually	Base annual salary as of Jan. 1, 2020 is \$100K or more Up to \$500 annually	
\$60 HSA	\$30 HSA	
		350 Rally Coins

Follow these steps to complete your COVID-19 Attestation:

- Log in to Rally
 - Single sign-on (SSO) from **Wellbeing365**. Select the Wellness Rewards tile > LOGIN TO RALLY
- Go to the *Employer Rewards* page and follow the instructions to complete your COVID-19 Attestation

More Ways to Earn Incentives

There are many other activities where you can earn wellness incentives through the SAIC Rally Wellness Program. See the rest of this brochure for details or access Rally to start. All other activities remain in place and the deadline to complete all activities to earn incentives remains October 31.

BOOST YOUR WELL-BEING ONE STEP AT A TIME

The SAIC Rally Wellness Program is an interactive website where you can complete an annual health survey, register for a biometric screening appointment, participate in wellness challenges and discussion boards, sync fitness tracking devices and complete health courses. The best part? It is all included as part of your benefits program at no additional cost to you. When you engage with Rally, you will earn rewards along the way!

NEW IN 2020

We're excited to announce that benefits-eligible legacy Engility employees will be able to participate in the SAIC Rally Wellness Program along with legacy SAIC employees. Beginning February 1, 2020, legacy Engility and SAIC employees can get started on the SAIC Rally website to earn 2020 incentives. Legacy SAIC employees who have already experienced the SAIC Rally Wellness Program can continue to enjoy the familiar features the program offers. Whether you participate in the SAIC Rally Wellness Program today or are just getting started, there are many activity choices to suit your lifestyle.

What's New for Legacy Engility Employees?

The wellness program will be a new Rally experience for you, with more earning opportunities, including:

- a similar choice of activities that interest you
- access to Solution Partner tutorials that educate you about SAIC's wellness partners and earn you rewards
- opportunities to earn quarterly gift cards if you are not HSA-eligible

Note: Legacy Engility spouses/domestic partners will not have access to the SAIC Rally Wellness Program.

What's New for Legacy SAIC Employees?

Similar to the 2019 wellness program, you will continue to access all of the activities Rally has to offer in addition to a new personalized telephonic coaching activity. Find out more about Wellness Coaching on **page 4**.

WHO IS ELIGIBLE TO PARTICIPATE?

Rally is available to all benefits-eligible employees who work at least 30 hours per week. Expatriates on long-term overseas assignments of six months or more are not eligible to participate. The type of incentive you can earn will be determined by which SAIC-sponsored medical plan you enrolled in (if any) and/or your eligibility to receive HSA contributions. The maximum HSA incentive you can earn will be determined by your base annual salary as of January 1, 2020, or your hire date, if you were hired after January 1, 2020. You can participate in the SAIC Rally Wellness Program even if you are not enrolled in an SAIC medical plan.

When you complete 2020 wellness activities, you earn:

Up to \$1,000 SAIC contribution in your HSA* if your base annual salary is under \$100,000	Up to \$500 SAIC contribution in your HSA* if your base annual salary is \$100,000 or more	Rally Coins if you are not enrolled in an SAIC HSA-eligible plan or are not eligible for a HSA*
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** If you are enrolled in a HSA-eligible plan, are eligible for a HSA, and opened a HSA through BenefitWallet, wellness incentives will be contributed to your HSA to help pay out-of-pocket health care expenses. If you are not enrolled in a HSA-eligible plan or are not HSA-eligible, you can still participate in wellness program activities to earn Rally Coins. See the section **Earn and Redeem Rally Coins** for more information on Rally Coins.*

2020 PROGRAM OVERVIEW

How You Earn Incentives

You can earn incentives when you complete the following activities. Activities need to be completed by October 31, 2020 to earn incentives. **See page 4** for activity descriptions.

Activity	What You Will Earn		Earning Frequency	
	If you are enrolled in a HSA-eligible Premium, Standard or Core Plan and are eligible to contribute to a HSA ¹ :	If you are enrolled in Kaiser, the PPO, or enrolled in a HSA-eligible Premium, Standard or Core plan but are not eligible to contribute to a HSA ¹ or waive SAIC medical		
	Base annual salary as of Jan. 1, 2020 is less than \$100K Up to \$1,000 annually	Base annual salary as of Jan. 1, 2020 is \$100K or more Up to \$500 annually		
Rally Health Survey	\$50 HSA	\$25 HSA	100 Rally Coins	Once per year
Biometric Screening	\$150 HSA	\$75 HSA	400 Rally Coins	Once per year
Rally Missions	\$120 HSA	\$60 HSA	200 Rally Coins	Once per year at the end of completing 3 total Missions
City-Walk Challenges	\$30 HSA each	\$15 HSA each	25 Rally Coins each	Up to 4 per year
Online or Telephonic Coaching Programs	\$150 HSA each	\$75 HSA each	350 Rally Coins each	Up to 2 per year
Watch short tutorials on WellBeing365 Solution Partner Programs including: <ul style="list-style-type: none"> • Castlight • ConsumerMedical • GuidanceResources by ComPsych (EAP) • Health Advocate • Return to Health powered by WiserTogether • Telemedicine (must complete brief quizzes on each to earn incentive) 	\$200 HSA	\$100 HSA	200 Rally Coins	Once per year at the end of completing all 6 tutorials
Attest to completing one of the following preventive care exams: <ul style="list-style-type: none"> • annual physical • mammogram • cervical exam • colonoscopy 	\$150 HSA	\$75 HSA	200 Rally Coins	Once per year (between Nov. 1, 2019 through Oct. 31, 2020)
Attest to completing a dental exam	\$50 HSA	\$25 HSA	250 Rally Coins	Once per year

¹ Only active employees enrolled in a HSA-eligible plan who are eligible for a HSA and opened a HSA through BenefitWallet may receive company HSA dollars. You must meet these criteria at the time the HSA incentive is deposited. Company HSA dollars for completion of wellness incentives will be deposited in your bi-weekly pay cycles. In most cases, HSA incentives and Rally Coins will display immediately following completion of an activity. For some activities, such as Biometric Screening, Coaching and WellBeing365 Solution Partner Tutorials, it may take up to five weeks for what you earn to display. It may take up to one or two pay cycles for your HSA dollars to post to BenefitWallet once your HSA reward is displayed on your Rally dashboard. You can only earn incentives for one City-Walk Challenge per day. Salary is as of January 1, 2020, or your hire date, if you were hired after January 1, 2020.

Plan Your HSA Contributions Carefully

For compliance purposes, an employee may not be able to earn the full wellness incentive if the amount of the incentive exceeds the allowable HSA contribution maximum set forth by IRS regulations. Your wellness incentives, plus your own contributions, count toward the limits, so plan your contributions carefully. HSA incentive amounts earned and displayed in Rally may not match the deposited amount in your HSA account if you have met the IRS maximum.

YOUR ACTIVITY, YOUR CHOICE



Complete a Biometric Screening

Getting an annual biometric screening is a great way to learn key information about your health including your body mass index, blood pressure, cholesterol, and blood glucose.

Knowing these numbers can help you determine your risk for serious health conditions including diabetes and heart disease. It can also help you figure out what lifestyle changes you could make now to reduce those risks.

Make an appointment for a biometric screening at no cost to you at a Quest Lab Patient Service Center in your area or print the Provider/Physician Form from the Quest website and visit your personal physician for completion. Access both options through Rally.



Stay on Track with Missions

You can choose from over 80 missions – simple, healthy activities you can do every day. From eating more veggies to getting off the couch, sleeping better or improving your mood, whatever your interest and fitness level, there are Rally Missions for you! Each Mission will display what you need to do to participate and how many times per week. Missions last four weeks.



Travel the World through City-Walk Challenges

Sign up to compete against other Rally users as you trek across various U.S. and European cities virtually. Sync your fitness tracking device to get automatic credit in your enrolled Challenge.



Reach Your Wellness Goals with Online or Telephonic Coaching

Eating better, getting more exercise, reducing stress, and financial wellness are just some of the coaching topics available to you. Access self-paced courses and guided discussions online 24/7 and connect via chat or secure email to create your personal plan. **New in 2020**, you'll be able to work with your coach over the phone to create your personal plan. Call 800-478-1057 to speak to a personal Rally coach.



Explore Your WellBeing365 Benefits Tools and Resources

Learn more about the array of new WellBeing365 tools and resources you can leverage to improve your and your family's health and well-being. Watch short video tutorials and complete brief quizzes on each.



Schedule Your Preventive Care and Dental Exams

Get a healthy start to the New Year by scheduling your physical, mammogram, cervical exam, colonoscopy or routine dental exam now. When completed, attest that you have completed your exams on Rally.



Earn and Redeem Rally Coins

Nearly every activity you do in Rally earns you Rally Coins. The more you engage with Rally, the more Rally Coins you'll earn! This virtual currency can be redeemed for chances to win prizes through sweepstakes or auctions, exchanged for discounts on goods and services, or donated to Rally-designated charities.

If you are enrolled in Kaiser, a PPO, or enrolled in a HSA-eligible Premium, Standard or Core plan but you are not eligible to contribute to a HSA, or you waive SAIC medical coverage, you will earn extra Rally Coins when you complete the WellBeing365 incentive activities. In addition to redeeming your Rally Coins as above, you can also enter your Coins into private sweepstakes for quarterly \$100 gift card drawings, exclusive to SAIC employees who cannot receive HSA contributions. The value of gift cards will be taxable to the recipient.



OTHER ACTIVITIES AVAILABLE TO YOU

Live Tobacco Free

The Quit For Life program helps people learn to live without tobacco for all kinds of reasons. In collaboration with the American Cancer Society, Quit For Life has helped more than 2 million tobacco users since 1985. There is no cost to you for the Quit For Life program and supplies. Enroll to receive:

- One-on-one phone coaching
- Nicotine patches or gum
- Access to a member website
- Quit guide
- Text tips and reminders

Note: Kaiser and Voluntary TRICARE Supplement plan participants and employees who have waived SAIC coverage are not eligible to participate in Quit For Life.

Extra Incentives for Expectant Moms

The Healthy Baby Program provided by Health Advocate connects moms-to-be with a registered nurse who is experienced in prenatal and postnatal care. The program is available to you, your spouse or domestic partner, or a dependent covered under the HSA-eligible Premium, Standard or Core SAIC medical plans.

When you sign up in the:	Amount you can earn in HSA incentives:
First trimester	\$2,000
Second trimester	\$1,000
Third trimester	\$500

Note: The Healthy Baby Program is not eligible for Rally Coins.

To get started or learn more, call **877-651-8787**, visit **HealthAdvocate.com/saic** or email answers@HealthAdvocate.com.

NEW TO RALLY? GET READY TO START YOUR RALLY WELLNESS JOURNEY

If you are new to Rally, there are several ways for you to set up your Rally account:

Single Sign On (SSO) from the WellBeing365 Portal (Preferred Method) Health & Well-being > Wellness Rewards > LOGIN TO RALLY	SSO from the WellBeing365 portal (https://wellbeing365.saic.com) provides a shorter registration experience for first-time users. Once you have an account setup, you can SSO over to Rally from the portal.
Rally App (Mobile Registration Code)	Download the Rally by Rally Health app from the App Store or Google Play for fast and easy on-the-go access. This app allows you to use features from the website right from your smartphone. Use the mobile registration code SAIC (case-sensitive) when registering on Rally for the first time using the app.
Direct URL	Access the direct URL to Rally available at https://www.werally.com/client/saic/register

Upon first registration or first login, you will be prompted to setup your secondary verification which provides an additional security layer for your Rally account. After this quick setup, you will be directed right into your Rally experience. If you are a legacy Engility employee with an active Rally account, re-registration is not required.

Note: Legacy Engility spouses/domestic partners will not have access to the SAIC Rally Wellness Program.

LEARN YOUR RALLY AGE™

A fast, fun Health Survey lets you know your Rally Age—a measure of your overall health. The Health Survey takes 10-12 minutes to complete online or on the Rally app.

Your answers provide information critical to creating a snapshot of your health, lifestyle and activity levels, to capture your overall health standing and Rally Age. The only information shared with SAIC is which incentive activities you've completed, not any individual results.

SAIC WELLNESS COMPLIANCE NOTICES

Notice Regarding Wellness Program

The SAIC Rally Wellness Program is a voluntary wellness program available to all benefits-eligible employees. 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 SAIC Rally Wellness Program you will be asked to complete a voluntary health risk assessment (the Rally Health Survey) 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, which will include a blood test for total cholesterol, HDL, LDL, triglycerides, TC/HDL ratio, glucose, and hemoglobin A1C (if appropriate), and testing for blood pressure, height and weight to calculate body mass index (BMI), and waist circumference. You are not required to complete the Rally Health Survey or to participate in the blood test or other medical examinations.

However, eligible employees enrolled in the medical plans that are HSA eligible, who can contribute to a HSA, and who choose to participate in the SAIC Rally Wellness Program can receive an HSA contribution incentive of up to \$1,000 per year if the employee's base salary as of January 1, 2020 is less than \$100,000 (or up to \$500 if the employee's base salary is \$100,000 or more), through the SAIC Rally Wellness Program's healthy activities. Nearly every activity you do in Rally earns you Rally Coins.

Extra incentives are available for expectant moms who participate in the Healthy Baby Program.

Benefits-eligible employees and their dependents enrolled in the medical plans that are HSA-eligible and who can contribute to an HSA can earn up to \$2,000 in HSA incentives by completing the pregnancy wellness program.

All other benefits-eligible employees who cannot contribute to an HSA can participate in the SAIC Rally Wellness Program and will receive an incentive in the form of "Rally Coins" which can be redeemed in various ways, including sweepstakes, discounts, auctions, and charitable donations. For more information about these health-related activities, please see this brochure. Although you are not required to participate in any of these health-related activities, only employees who do so will receive wellness incentives for their participation.

Additionally, an employee enrolled in certain SAIC-sponsored health coverage who is considering low back surgery, hip replacement, knee replacement, hysterectomy or weight loss surgery and who engages with Consumer Medical at least 30 days prior to the scheduled surgery may be eligible for a \$400 gift card incentive. For more information about this program, visit the WellBeing365 portal.

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 the WellBeing365 Service Desk at **855-798-8686**.

The information from your Health Survey 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 SAIC Rally Wellness Program, such as Rally Missions or Coaching programs. 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 SAIC may use aggregate information it collects to design a program based on identified health risks in the workplace, the SAIC Rally Wellness Program 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 SAIC Rally Wellness Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the SAIC Rally 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 SAIC Rally 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 SAIC Rally Wellness Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the SAIC Rally Wellness Program will abide by the same confidentiality requirements. The only individuals and entities that may receive your personally identifiable health information are those offering or involved with programs designed to improve your health under the SAIC Rally Wellness Program, such as your health insurance carrier and vendors providing wellness-related services.

In addition, all medical information obtained through the SAIC Rally 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 SAIC Rally Wellness Program will be used in making any employment decision.

Your medical information is not shared with SAIC on an individual basis. 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 SAIC Rally 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 SAIC Rally 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 WellBeing365 Service Desk at **855-798-8686**.

Wellness Notice of Alternative Standard

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact the WellBeing365 Service Desk at **855-798-8686** and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Questions?

Rally Support | 877-818-5826

For general questions related to benefits, visit the WellBeing365 portal or contact the WellBeing365 Service Desk at **855-798-8686**, Monday through Friday, 8 a.m. to 6 p.m. ET, except on holidays.

SAIC has made a reasonable attempt to ensure the accuracy of this information. If there is any discrepancy between this brochure and the insurance contracts or other legal documents, the legal documents will always govern. As with all of its benefits, SAIC reserves the right to amend or discontinue the benefits described in this document in the future, as well as change how eligible employees and the company share the cost at any time. This brochure does not create any employment agreement of any kind or a guarantee of continued employment with SAIC.

Rally does not provide medical advice or other health services and is not a substitute for your doctor's care. Talk to your doctor before significantly increasing your level of activity, particularly if you have a medical condition or have been inactive. Participation in the health survey is voluntary. Your responses will be kept confidential in accordance with the law and will only be used to provide health and wellness recommendations or conduct other plan activities. Personal health-related information will be kept private and not shared with SAIC. Participation data will only be shared with SAIC for administration of the program and associated incentives. All trademarks are the property of their respective owners.