



## Limeade Wellbeing Frequently Asked Questions (FAQs)

### 1. Who is eligible to participate in Limeade Wellbeing and earn Wellbeing Rewards?

- All Endeavor Health employees (excludes seasonal and temporary workers)
- Spouses/civil union partners under the Illinois Religious Freedom Protection and Civil Union Act who are enrolled in an Endeavor Health Medical Plan

Participants must review the EEOC Notice on the Limeade site upon registering for an account, then authorize their consent to participate in the program.

### 2. I'm a new Limeade participant, how do I register for an account?

To activate your account, you will need to verify your identity for security purposes.

**Step 1:** Download the Limeade ONE mobile app and search for “Endeavor Health” or visit <https://endeavorhealth.limeade.com/>, then click “Sign Up”.

**Step 2:** Enter the following information exactly as it appears in Workday, Endeavor Health’s Enterprise Resources Planning system.

- Your last name
- Your date of birth
- Unique ID (only entered once to register)
  - **Employee:** Enter your seven-digit Workday employee ID number (e.g., 1234567). You can view your employee ID number in Workday. Sign in to Workday (accessible via the myEndeavor employee intranet), click on the person icon in the upper right-hand corner, click “View Profile”, your employee ID number will appear under Job Details.
  - **Spouse/Civil Union Partner:** Add an appended “s” to the above employee ID. (e.g., 1234567s)
- Click “Find Account”.

**Step 3** Enter an email address and password to setup login credentials

- **Employee:** Use your work or personal email address.
- **Spouse/Civil Union Partner:** Use a personal email address.

**Step 4:** Complete the Wellbeing Assessment for customized activities and receive your first 500 points. Then join activities that interest you and allow you to grow – personally and professionally.

**3. Can my spouse/civil union partner participate if I do not participate?**

Yes, an eligible spouse/civil union partner will have a separate participant account. This account is independent from the employee account.

**4. Does my spouse/civil union partner have to participate?**

No, an eligible spouse/civil union partner does not have to participate in the program. An employee will have a separate participant account independent from a spouse/civil union partner account.

**5. What are Wellbeing Rewards?**

Wellbeing rewards are financial rewards received by reaching Limeade Level 1: Get Started, Level 2: Hit Your Stride, or Level 3: Finish Line by November 30, 2024.

**6. Are Wellbeing Rewards taxable?**

Yes, Wellbeing Level 1 and Level 2 rewards will be taxed through the employee’s Endeavor Health paycheck. Level 3 Amazon gift cards winners will have the full amount of the gift card reported on the employee’s Endeavor Health paycheck as imputed income for tax purposes.

**7. What are the Wellbeing Rewards?**

Each participant (eligible employee and/or eligible spouse/civil union partner) can earn financial rewards as follows:

Level	Rewards
<b>1: “Get Started”</b>	\$100 cash reward paid through the employee’s Endeavor Health paycheck, subject to taxes.
<b>2: “Hit Your Stride”</b>	\$70 cash reward paid through the employee’s Endeavor Health paycheck, subject to taxes.
<b>3: “Finish Line”</b>	Entry into sweepstakes drawing for \$250 Amazon gift card (120 winners will be selected). Value of the gift card will be reported on the 12/26/24 employee’s Endeavor Health paycheck as imputed income for tax purposes.

## 8. What are the requirements to reach each Wellbeing Reward level?

Participants must earn a designated number of points by completing activities and challenges of *their choice* on the Limeade site.

**Level 1: “Get Started” - 1,000 points**

**Level 2: “Hit Your Stride”- 3,000 cumulative points**

**Level 3: “Finish Line” - 4,000 cumulative points**

## 9. What happens if I exceed 4,000 points for the year?

You can continue to log activities through the Limeade program. However, participants will no longer earn Wellbeing Rewards after reaching 4,000 points.

## 10. Are there required activities to reach a Wellbeing Reward Level?

No, participants have the flexibility to choose Limeade activities specific to their own interests to reach the required points level.

## 11. Is there a deadline to earn Wellbeing Rewards?

Yes, you must complete a Limeade level **no later than November 30, 2024**, to be eligible for the associated reward.

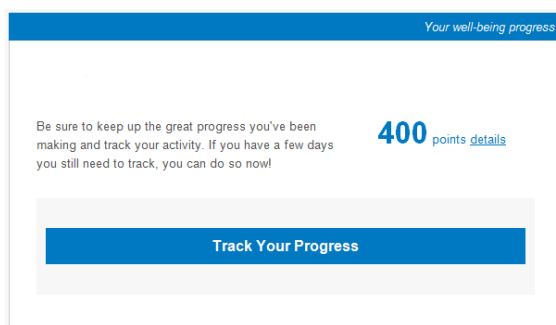
## 12. How and when will I (and/or my spouse/civil union partner) receive Wellbeing Rewards?

You and an eligible spouse/civil union partner each earn rewards independently. Level 1 and Level 2 cash rewards will be issued through the employee’s Endeavor Health paycheck. Generally, cash rewards are paid within 2-3 weeks of completing a level. Level 3 sweepstakes winners will be emailed a \$250 Amazon gift card in December to the email address on file with Limeade.

## 13. How can I track my points and Wellbeing Reward level status?

Participants can check reward status a number of ways:

- Log in to <https://endeavorhealth.limeade.com/>, visit the “MY POINTS” tab on the homepage.
- Limeade will send notification emails to program participants providing a status of earned points and completed activities. Email notifications will look similar to the screenshot below.



#### 14. How do I track the activities?

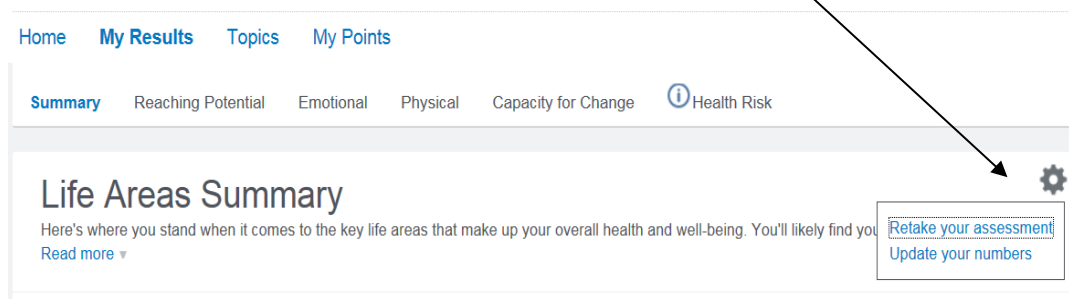
You will track activities on the Limeade site at <https://endeavorhealth.limeade.com/>.

#### 15. Who do I contact to request a reasonable alternative to completing one or more of the wellbeing activities?

Visit [ServiceNow](#), Endeavor Health’s self-service portal or call the Endeavor Health HR Service Center at (847) 570-5111.

#### 16. Can I retake the Wellbeing Assessment?

Yes. After completing your assessment, you will be directed to the “Life Areas Summary” page. Place your cursor over the settings icon and click on “Retake my assessment”. You can also get to this page by going to My Results → Summary → Life Areas Summary.



#### 17. Where do I find more information about Limeade?

Visit the Limeade program site at <https://endeavorhealth.limeade.com/>. You can also visit [ServiceNow](#), Endeavor Health’s self-service portal or call the Endeavor Health HR Service Center at (847) 570-5111.

#### 18. I previously participated through NorthShore University HealthSystem, do I need to create a new account?

No, if you have previously participated in the NorthShore Living Healthy experience powered by Limeade ONE, your login credentials remain the same. Please visit <https://endeavorhealth.limeade.com/> and enter your previously established email and password.

If you have already registered and cannot remember your password, click the “Trouble signing in? [Get help](#)” button to learn how to reset your password.

#### 19. Will there be onsite Health and Biometric Screenings?

No, we encourage you to visit your primary care physician. An annual preventative visit can provide you with valuable health information and gives you the opportunity to discuss any areas of concern with your healthcare provider.

#### 20. Can I track my Health and Biometric screening numbers from my physician on Limeade?

Yes, Health and Biometric screening numbers can be self-attested on Limeade. To track your numbers, visit open the Wellbeing Assessment activity in Limeade. The final question set will prompt you to enter your numbers.

**21. Why did the wellness incentives change?**

Executive steering groups were formed, and these groups worked in conjunction with our external benefit consulting firms to review and harmonize our benefits programs to align with a market-competitive wellness program.

**22. Is there a medical plan discount?**

No. Wellbeing program participation rewards for 2024 include up to \$170 in payroll rewards and a chance to win a \$250 Amazon gift card!

This document is intended to provide you with a general summary of the employee benefit programs offered by Endeavor Health. This document is only a summary of the terms and conditions of the benefit programs – it does not contain complete details about all plan provisions. Summary plan descriptions (SPDs) contain more information about each of these programs, and the actual plan documents contain the full and complete legal and governing terms of the plan’s provision and benefits. To the extent that there is any conflict between this document and/or the SPD or actual plan documents, the terms of the actual plan provisions shall govern. Endeavor Health may modify or terminate any of the programs described herein at any time.