



2025 WELLNESS PROGRAM

Learn About Your Wellness Program and Incentives.

Welcome to the McCormick Taylor Wellness Program.
Participate in your Wellness Program this year to earn
raffle prizes as well as a \$250 gift card (for FT employees) or a
\$100 gift card (for PT employees)



2025 PROGRAM REQUIREMENTS

STEP 1

BIOMETRIC SCREENING
DEADLINE: 12/1/25

Option 1 - Visit your Primary Care Physician (PCP) and obtain lab work. Print out the **Physician Results Form** located within the **Wellness Locker** and take it to your doctor. All required metrics (metrics with an asterisk) must be collected between **December 2, 2024**, and **December 1, 2025**, and submitted to Wellworks by **December 1, 2025** to receive credit. Please allow ample time when scheduling your annual physical and time for blood work to be processed by the lab and received by your PCP's office. Do not send lab results directly to Wellworks For You. Lab results should be documented on your **Physician Results Form** (located in the Wellness Locker) and returned to Wellworks For You.

***Please Note: If using Option 1 (Physician Results Form) you will also receive credit for Step 2 below!**

Option 2 - Visit a local LabCorp facility to complete your screening with lab work. Lab work completed through LabCorp will be sent directly to Wellworks For You. Participants can begin the process of scheduling an appointment with LabCorp by **printing the LabCorp voucher** located on the Wellness Portal within the **Wellness Locker** linked on the homepage or the **Menu** page. Follow the instructions on the flyer provided to complete the screening. McCormick Taylor is offering a LabCorp Voucher that will test for PSA, if applicable. When printing the voucher, select **PSA LabCorp Form**. **Only print one (1) voucher (2025 LabCorp Voucher OR 2025 PSA LabCorp Voucher).**

***Please Note: If using Option 2 (LabCorp Voucher) then you must complete Step 2 to receive credit!**

STEP 2

ANNUAL WELLNESS EXAM
DEADLINE: 12/1/25

Schedule an Annual Wellness Exam with your Primary Care Physician (PCP) between **December 2, 2024**, and **December 1, 2025**, and have your PCP complete and sign the **Proof of Annual Exam Form** located in the **Wellness Locker**. Submit the completed form by **December 1, 2025** to receive credit.

If you completed Step 1 using Option 1 (Physician Results Form), you will automatically receive credit for Step 2.

2025 PROGRAM REQUIREMENTS

STEP 3

KNOW YOUR NUMBER ASSESSMENT DEADLINE: 12/1/25

Complete the assessment by selecting the **Know Your Number (KYN) Assessment** event title from the homepage or via the **Menu** page. Complete all questions, except for the Health Metrics section. Wellworks will upload your screening results once you complete the Biometric Screening (see **STEP 1**).

- If your health metrics have already been entered, complete the questionnaire and click **Finish** to submit your responses.
- If your health metrics have not been entered, complete the questionnaire and click **Save**. The assessment will be completed once your metrics are entered by Wellworks For You.

Once your assessment is completed in its entirety (questionnaire and health metrics), your results report will be generated and available on the **Know Your Number (KYN) Assessment** page of the Wellness Portal and uploaded to the **Wellness Locker** under the **Health Records** section. Your participation in the assessment will also be updated at this time.

STEP 4

FOUR (4) HEALTH COACHING SESSIONS DEADLINE: 12/1/25

Complete a **total of four (4)** health coaching sessions **between January 1, 2025, and December 1, 2025** to receive credit for Step 4. The deadline to start coaching is **November 1, 2025** to be completed by **December 1, 2025**. Make your appointments now and speak with your health coach on a variety of topics including weight and nutrition management, exercise, tobacco cessation, stress management, and more! Each session is one-on-one, personalized, confidential, and tailored to meet the goals designed by you and your health coach. See below for scheduling details.

⚠ Please Note: All calls must take place at **least one (1) week apart**, and you must **allow at least three (3) weeks to schedule a call**. The **deadline to schedule** a coaching session is **November 1, 2025** to ensure you are able to meet the deadline. We cannot guarantee an immediately rescheduled session if you miss your session. Sessions are based on available appointments, and we encourage you to schedule session as far in advance as possible. *Don't forget to "Beat the Rush" by completing at least three (3) coaching sessions by September 1, 2025 (see details on next page).*

TO SCHEDULE A COACHING SESSION, FOLLOW THE INSTRUCTIONS BELOW:

1. Log into your **Wellness Portal**.
2. Click on **Coach's Corner** from the homepage or via the **Menu** page.
3. Under the Upcoming Appointments calendar click the **Schedule Appointment** button.
4. Choose your Calendar View and select your Time Zone.
5. **Add at least one (1) Health Coach** by clicking **Add** beneath the Health Coach's name and photo to view their availability.
6. Available appointment times will be shown in green. Click on any available appointment time that is convenient for your schedule.
7. Select a topic to discuss, choose a contact method, fill in the required fields, and click **Confirm Appointment**.
8. Your Health Coach will contact you on your appointment date and time.

PLEASE NOTE: An alternate phone number is required if you select Phone as your preferred contact method. Your email confirmation will be sent to the email address used when making an appointment. If there are no available appointment times for the Health Coach(es) you selected, you will be instructed to use the arrows above the calendar to view other weeks.

QUARTERLY RAFFLE ACTIVITIES

HEALTHY RANGES OR IMPROVEMENTS

DEADLINE: 12/1/25

10 pts each

View the healthy ranges/improvements table below. Please note, improvements are based on your **2024 Biometric Screening results** in comparison to your 2025 Biometric Screening results.

HEALTHY RANGES		IMPROVEMENTS
Blood Pressure: Systolic <135 mmHg Diastolic <85 mmHg	OR	Reduce Systolic by 3 mmHg Reduce Diastolic by 2 mmHg
LDL Cholesterol: <130 mg/dL	OR	Reduce LDL by 3 mg/dL
Fasting Glucose: <100 mg/dL	OR	Reduce Fasting Glucose by 3 mg/dL

BEAT THE RUSH!

DEADLINE: 9/1/25

25 pts

Complete the Biometric Screening, Know Your Number Assessment, and three (3) Health Coaching Sessions by **September 1, 2025**.

DIVERSITY & INCLUSION

DEADLINE: 12/1/25

25 pts

Participate in or complete a diversity & inclusion activity between **January 1, 2025** and **December 1, 2025**. Confirm your participation by clicking on **Additional Activities>Diversity & Inclusion Activity**. Select **Click Here to Confirm Your Participation** and enter your completion date. Your participation will automatically be updated. Activities are listed under the event description.

YEARLY WALKING CHALLENGE

DEADLINE: 12/1/25

25 pts

Log **1,500,000 steps** from **January 1, 2025** to **December 1, 2025**. Sync your activity tracker on the Portal by going to **Device/App Connect** or manually log your steps under **Fitness & Nutrition Dashboard**.

LUNCH & LEARNS

DEADLINE: 12/1/25

15 pts each

Attend a Lunch & Learn between **January 1, 2025** and **December 1, 2025**. Confirm your participation by clicking on **Additional Activities>Lunch & Learn**. Select **Click Here to Confirm Your Participation** and enter your completion date. Your participation will automatically be updated. **Limit two (2) per year.**

ADDITIONAL HEALTH COACHING SESSIONS

DEADLINE: 12/1/25

15 pts each

Complete additional health coaching sessions outside of the four (4) required annual sessions and receive points for each additional session completed. **Max of 4 additional calls.**

COMPANY WIDE CHALLENGES

DEADLINE: 12/1/25

25 pts each

There will be two (2) challenges to participate in throughout the wellness year. All details regarding the wellness challenges will be announced via email.

QUARTERLY RAFFLE ACTIVITIES

LEARNING CENTER

DEADLINE: 12/1/25

Please Note: Google Chrome is the recommended browser when viewing the **Learning Center** on the **Wellness Portal**.

20 pts per Series

10 pts per Video

SERIES: Complete **up to five (5)** Learning Series under the **Learning Center** tile from the homepage or via the **Menu** Page. You must begin by **October 6, 2025** to complete the entire series by **December 1, 2025**. Begin by completing the **Pre-Module Survey**, then watching the first video. Watch each week's video and complete the corresponding quiz. After successfully completing each quiz, you will be required to wait **one (1) week** before proceeding to the next module. If you do not pass the quiz (a 70% score or higher), you must wait **24 hours** before taking the quiz again. After you finish the final module, you must complete and submit the **Post-Module Survey**.

VIDEOS: Complete **up to five (5)** videos under the **Learning Center** section from the homepage or via the **Menu** page. Watch the video and complete the corresponding quiz. If you do not pass the quiz (a 70% score or higher), you must wait **24 hours** before taking the quiz again.

HOLISTIC HEALTH LOG

DEADLINE: 12/1/25

10 pts each

Participate in a Holistic Health class/session and log your completed activity on the wellness portal under **Additional Activities>Holistic Health Log**. Select **Click Here to Confirm Your Participation** and enter your completion date. Your participation will automatically be updated. Activities are listed under the event description. **Limit two (2) per year**.

PREVENTIVE EXAMS

DEADLINE: 12/1/25

15 pts each

Includes Dental, Vision, Dermatology, Mammogram, OB/GYN, Pap Smear, Colorectal, and Prostate exams. Complete and submit the **2025 Preventative Screening Form** located in the **Wellness Locker**. Exams must take place between **December 2, 2024** and **December 1, 2025**. **Limit one (1) per exam type**.

FLU & COVID SHOTS

DEADLINE: 12/1/25

10 pts each

Receive a Flu or Covid shot between **December 2, 2024** and **December 1, 2025**. Confirm your participation by clicking on **Additional Activities>Flu or Covid Shot**. Select **Click Here to Confirm Your Participation** and enter your vaccination type and date. Your participation will automatically be updated. **Limit one (1) per shot type**.

JOIN A GYM/PHYSICAL ACTIVITY LOG

DEADLINE: 12/1/25

10 pts

Submit **30 gym check-ins** or track **50 activities** using **one (1)** of the following options:

PAPER: Complete the **Physical Activity Log** located on the Portal under **Wellness Locker> Physical Activity Log** and submit by clicking the **Upload a Form** tile from the homepage or via the **Menu** page.

PAPERLESS: Sync a fitness tracker to the portal or mobile app by selecting **Device/App Connect** from the **Menu**. You can also manually enter your activity by going to **Fitness & Nutrition Dashboard>Active Minutes>+Log Exercises**.

TOBACCO CESSATION PROGRAM

DEADLINE: 12/1/25

25 pts

Participate in a Tobacco Cessation Program between **January 1, 2025** and **December 1, 2025**. Confirm your participation by clicking on **Additional Activities>Tobacco Cessation Program**. Select **Click Here to Confirm Your Participation** and enter the name of your program and your completion date. Your participation will automatically be updated.

JOIN A SPORTS TEAM

DEADLINE: 12/1/25

10 pts

Join a sports team between **January 1, 2025** and **December 1, 2025**. Confirm your participation by clicking on **Additional Activities>Join a Sports Team**. Select **Click Here to Confirm Your Participation** and enter your completion date. Your participation will automatically be updated.

INCENTIVES

REWARD CARD

You must complete **Steps 1-4** including the Biometric Screening, Annual Wellness Exam, Know Your Number Assessment, and Four (4) Health Coaching Session per year to be eligible for a **Gift Card**.

REQUIREMENTS	DEADLINE	INCENTIVE
Biometric Screening	December 1, 2025	Full Time Employees: \$250 Gift Card Part Time Employees: \$100 Gift Card
Annual Wellness Exam	December 1, 2025	
Know Your Number	December 1, 2025	
Four (4) Annual Coaching Sessions	December 1, 2025	

PRIZE POOL REWARD

Participate in additional activities to earn wellness points. The number of points you accumulate will enter your name into the **Quarterly Raffle Drawing** for a chance to win **one (1) of three (3)** Prize Pool options. **Please note**, those who win a top prize of \$350 are not eligible to win the top prize again, but will have a chance to win a lower tier prize during the following quarter(s). Points earned may roll over from quarter to quarter through the current wellness program year. The next program year will begin on 1/1/2026 and your points will start back at zero.

REQUIREMENTS	QUARTER DATES	INCENTIVE PRIZE POOL
Earn 100 – 149 points	Q1: 1/1/25 to 3/31/25	\$100 iRedeem Voucher
Earn 150 – 249 points	Q2: 4/1/25 to 6/30/25	\$250 iRedeem Voucher
	Q3: 7/1/25 to 9/30/25	
Earn 250+ points	Q4: 10/1/25 to 12/1/25	\$350 iRedeem Voucher

Please Note: Spouses do not qualify for any incentives.

NEW! Health & Wellness Products available via the Wellness Portal for Quarterly Raffle Winners!

Quarterly prize pool raffle winners will be chosen after each quarter. Winners will be emailed an iRedeem voucher code to use toward items for purchase.

How to View Available Health & Wellness Products:

1. Login to the Wellness Portal
2. Click on the **Fitness and Nutrition Dashboard** tile under the **Wellbeing Desktop**
3. Click on **Health Products & Devices**

If you qualify for the Prize Pool Reward incentives, you will be emailed further instructions on how to apply the iRedeem voucher code along with further information regarding expiration date, shipping, and more.

Please note, any employee who separates from McCormick Taylor and has previously earned an iRedeem voucher will lose access to the voucher as it will be deactivated upon your separation.

WELLNESS PORTAL

In order for your participation in the program to be tracked, eligible participants must be registered under the **McCormick Taylor** Portal. Please follow the steps below to log into your Wellworks For You account or create an account if you do not have one. **In accordance with HIPAA confidentiality laws, your individual data is accessible only to you and the third-party vendor, Wellworks For You.**

NEW USERS: REGISTER ON THE WELLNESS PORTAL

1. Go to www.wellworksforyoulogin.com
2. Click the **Register** link to create an account
3. Enter your Company ID: **11179**
4. Complete the registration process

*PLEASE NOTE:

The temporary password is only for the first time you access the Wellness Portal and you will be prompted to change it upon entry. If you have accessed the Wellness Portal in the past, you should continue to use your existing password.

FORGOT YOUR USERNAME OR PASSWORD?

1. Click the link **Forgot Username** or **Forgot Password**
2. Follow the instructions to retrieve your username or reset your password
3. If issues persist, please contact Wellworks For You at **800.425.4657**

ALL SPOUSES: REGISTER ON THE WELLNESS PORTAL

Employee and spouse accounts must be linked in the Wellworks For You system. **Employees MUST have an account PRIOR** to spouses creating their account. To create a spouse account, follow the instructions below:

1. Employees should complete Steps 1 – 4 under **REGISTER ON THE WELLNESS PORTAL**
2. Spouses can then register, create a Username and Password, and set the **Account Type** to **Spouse**
3. Enter the Username of the employee in the **Primary Username** field
4. Complete the remaining Personal Information
5. Select **Create Account**
6. Accept the terms of the Consent Form

FORM UPLOAD INSTRUCTIONS

All forms, guides, and applicable documents are located in your Wellness Portal within the **Wellness Locker** accessed via the Portal **MENU** or homepage section. Download and/or print PDF forms for completion. All completed documents should be submitted to the Wellworks Forms Department in one (1) of the following ways.

QR CODE SUBMISSION METHOD

AUTOMATIC PARTICIPATION VIA QR CODE:

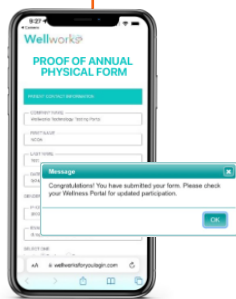
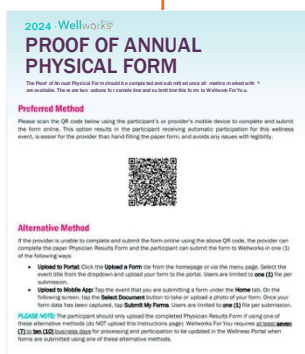
Our new QR Code technology instantly allows providers to submit results in real-time via a secure QR Code link.

Mobile App:

1. Log into your **Wellworks For You Mobile App** and go to the **Wellness Locker**.
2. Select the **Physician Results Form or Proof of Annual Exam Form** during your visit.
3. Choose **Complete Form Online** to access the secure QR Code link for your provider.
4. Upon submission, you will receive automatic participation credit.

Web Portal:

1. Log into your **Wellness Portal** and go to the **Wellness Locker**.
2. Print the **Physician Results Form or Proof of Annual Exam Form** and the QR Code page.
3. Have your provider scan the QR Code from your device to complete the submission.
4. You will receive automatic participation credit upon submission.



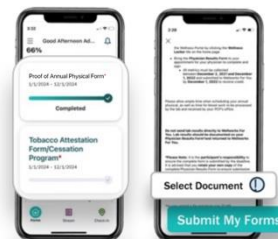
ALTERNATIVE SUBMISSION METHODS

UPLOAD TO THE WEB PORTAL:



Click the **Upload a Form** tile from the homepage or via the menu page select the event title from the dropdown and upload your form to the portal. Users are limited to **one (1)** file per submission.

UPLOAD VIA THE MOBILE APP:



Take a photo of your form using your Smartphone. Next, upload it to the Mobile App via the **Contact Us/Send a Form** tab in the **Menu**, located in the top left corner of the home screen. Select the event listed under **What event is this form for?** Users are limited to **one (1)** file per submission.

PLEASE NOTE:

Wellworks For You **requires at least seven (7) to ten (10) business days** for processing and participation to be updated in the Wellness Portal.

It is the participant's responsibility to submit their forms as part of the Wellness Program to be returned to Wellworks For You. Please retain a copy for your own records and submission to Wellworks For You, if necessary.

QR codes are unique to each participant and cannot be shared.

If all required metrics are not available at your appointment, use the paper-based form or request your provider to submit the form online after receiving the metrics.

THE FINE PRINT

The McCormick Taylor Wellness Program is a voluntary wellness program available to all employees (full-time and part-time) and spouses. 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 Biometric Screening, which will include a lipid panel/glucose blood test (total cholesterol, HDL cholesterol, LDL cholesterol, and triglycerides, fasting glucose, and HbA1c if physician recommended) body measurements (height, weight, and waist circumference), and additional screenings (blood pressure, pulse or heart rate, a voluntary health risk assessment, Know Your Number, 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), and Health Coaching Sessions. Additionally, you will have the opportunity to earn wellness points by participating in additional wellness activities to be entered into a quarterly prize pool raffle. You are not required to complete these activities. However, employees who choose to participate in the wellness program and complete the Biometric Screening, Annual Wellness Exam, and Health Coaching sessions by 12/1/25 will receive a \$250 Gift Card (Full-Time employees) and \$100 Gift Card (Part-Time employees). By participating in the additional wellness activities, you can be entered into a quarterly prize pool drawing and be randomly selected to receive either a \$100 iRedeem gift card by earning 100-149 points, a \$250 iRedeem gift card by earning 150-249 points, or a \$350 iRedeem gift card by earning over 250+ points. Spouses or domestic partners will have full access to the program as an additional wellbeing resource but will not qualify for any incentives.

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 results 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 McCormick Taylor 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.

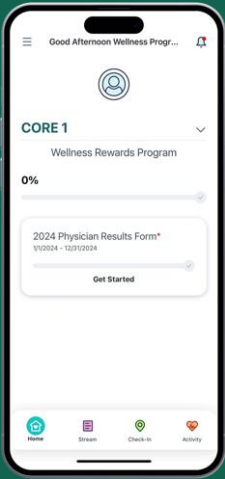
Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition 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 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.

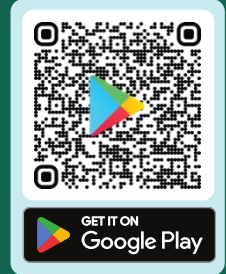
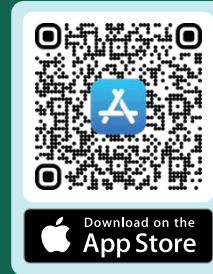
If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Wellworks For You at 800-425-4657.

RESOURCES



Download the Mobile App

Access your Wellness Program guide and forms, confirm participation and completion of requirements. Need to submit forms or get in touch with our wellness team? It's all streamlined through the app, ensuring you have everything you need to stay on top of your wellness goals right at your fingertips.



CONTACT YOUR WELLNESS TEAM

All questions regarding your Wellness Program structure, status in the program, deadlines, etc. should be directed to your **Wellness Team** via your **Wellness Portal**.



CONTACT US

Simply select **Contact Us** from the Portal homepage or Wellworks For You Mobile App. You can also call Wellworks For You at **800.425.4657**.

