

# 2021 Parexel Wellness Program Guide



## Earn rewards for living life well

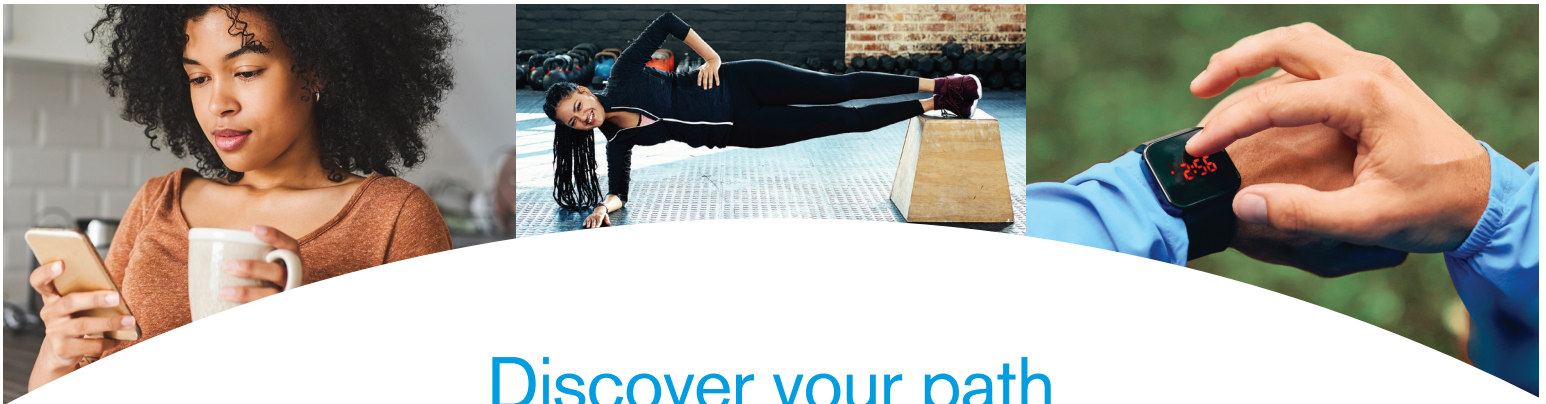
Discover your path to well-being by taking advantage of the activities and resources available through our partnership with Health Advocate.

Parexel is committed to helping you achieve your best health—and self. We challenge you to make your well-being a priority.

Starting January 1, 2021, complete a selection of wellness activities to earn 50 points. All activities must be completed by September 30, 2021 in order to earn receive an incentive on next year's medical premium.

**Keep reading for all the details!**





# Discover your path to well-being

No matter what your health and wellness goals, Health Advocate can guide you! The Wellness Program includes the following features to help you achieve better physical, social, emotional and financial health so you can be your best self.



### Personal Health Profile

Your current health, in real time



### Recipes and Meal Plans

Nutritious and delicious recipes to fuel your goals



### Personal Challenges

Jump-start healthy changes while having fun



### Health Trackers

Monitor your progress and celebrate your achievements



### Wellness Workshops and Programs

Increase your well-being knowledge on a variety of topics



### Health Advocate Blog

Read articles to help you live well, find balance and more



### Health Information Center

Access resources on a variety of health topics



### Gym Discounts

Find deals at local fitness centers



### Health Advice and Tips

View personalized health information and advice tailored to you



### Feature in Focus: MedChoice Support™

Weigh the pros and cons of medical services and procedures online or through the app. Click on “Stay Healthy,” then “Treatment Alternatives” to get guidance on healthcare decisions and assess your personal preferences so you can make the best choices.



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**HealthAdvocate**™



# Healthier is better when we're in it together!

The Parexel Wellness Program can help you take charge of your health and improve your well-being. We've hand-picked wellness activities to help us improve and maintain our health together! Complete a selection of the activities from the charts on pages 4-5 based on your personal health goals. Once you've satisfied the earn 50 points, you'll be eligible for next year's medical premium incentive!



Start date:  
**January 1, 2021**



Decide your path,  
**complete activities**



Focus on your health,  
**feel awesome**



Deadline:  
**September 30, 2021**



Receive your  
**incentive reward!**

## Wellness Incentive and Program Eligibility

The Parexel Wellness Program incentive reward is available to all eligible employees and their spouses.

## Earn your incentive on next year's medical premium!

Log on to the Health Advocate member website at any time to track your activity and see how many points you have earned so far. **Complete 50 points by Sept. 30, 2021 to earn the medical premium incentive for the following year.**



## Feature in Focus: Healthy Recipes and Meal Plans

Access Registered Dietitian-approved recipes and meal plans to improve nutrition skills based on your health goals, lifestyle and diet. Log into the Health Advocate website or app. From the "I would like to..." menu, select "Search for Recipes."



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# Small steps lead to big gains













Activities	Activity Details	Points/Max. Points
<b>Health Screening</b>	<p>Gain insight into your unique health needs and risks for chronic diseases so you can make a plan to get—and stay—healthy! Complete your health screening:</p> <ul style="list-style-type: none"> <li>▪ At a lab using a LabCorp voucher</li> <li>▪ With your doctor using a physician form</li> </ul> <p>Exams starting 10/1/2020 through 9/30/21 are eligible for points.</p>	<b>10/10</b>
<b>Preventive Care Exams (Claims)</b>	<p>Stay on top of your health by completing preventive care exams. Receive any of the age and gender appropriate preventive exams. Points will automatically be reflected if exams completed while covered under Parexel medical plan.</p> <p>Service types include:</p> <ul style="list-style-type: none"> <li>▪ Preventative Adult Visit</li> <li>▪ Preventative Colonoscopy</li> <li>▪ Preventative Pap</li> <li>▪ Preventative Mammogram</li> <li>▪ Preventative Prostate</li> </ul>	<b>10/30</b>
<b>Personal Health Profile (PHP)</b>	<p>Complete this online questionnaire to get personalized tips to help improve your health and well-being.</p>	<b>10/10</b>
<b>Wellness Commitments *NEW*</b>	<p>Self-report the following activities: MyBlue App download, BCBS Fitness Reimbursement, BCBS Weight Loss Reimbursement, WellConnection App, BCBS Member Resource Guide, Mercer Marketplace 365 App, Check Life Insurance Beneficiary, Check Fidelity Retirement Beneficiary</p>	<b>1/8</b>
<b>Wellness Commitments - Webinars *NEW*</b>	<p>Self-report EAP webinar and Fidelity webinar participation.</p>	<b>1/8</b>
<b>Visit the Health Advocate Member Website or App</b>	<p>Log in to the Health Advocate member website or app and browse the resources available to you.</p>	<b>1/9</b>
<b>Tobacco-Free</b>	<p>Certify that you are tobacco-free via the online tobacco affidavit on Mercer Marketplace or complete the <b>12-week Health Advocate Tobacco Cessation Program</b> – online points by participating in at least 8 weekly sessions. Take control of your habit and quit for good.</p>	<b>20/20</b>
<b>Wellness Challenges</b>	<p>Have fun while getting healthy by participating in wellness challenges. In order to earn points, you must track your progress each week of the challenge. You can earn points for two types of challenges:</p> <p><b>Parexel Challenges</b> are planned for the entire year to encourage healthy competition between you and your coworkers. Stay tuned for challenge dates and details!</p> <p><b>Personal Challenges</b> are available to start on your own at any time. They are a great way to jumpstart healthy changes. Participate on your own or invite your coworkers.</p>	<b>10/30</b> <b>5/20</b>
<b>Wellness Workshops</b>	<p>Participate in online, self-paced workshops on a variety of wellness topics, such as nutrition, fitness, stress, resilience, financial wellness, and more! You must complete all chapters to earn points.</p>	<b>10/30</b>
<b>Don't Weight, Make a Change Program</b>	<p>Looking for a more rigorous weight loss program? Look no further! This 12-week program will teach you tips, tricks and long-term strategies to help you not only lose weight, but also to keep it off!</p>	<b>20/20</b>



# Track healthy behaviors for even more points

Use the Health Advocate online trackers listed below and meet the recommended goals to earn points. **You can earn a maximum total of 20 points across all trackers.\***

Health Tracker	Recommended Goal	Points
 <b>Distanced Exercised</b>	Log the distance you exercise daily	<b>1</b>
 <b>Fiber</b>	Improve your digestion by consuming 25 grams or more daily	<b>1</b>
 <b>Fruits and Vegetables</b>	Boost your nutrition by eating 5 or more servings daily	<b>1</b>
 <b>Sleep</b>	Function your best by sleeping 7 to 9 hours each night	<b>1</b>
 <b>Sodium</b>	Strive for healthy blood pressure by reducing your intake to 1,500mg or fewer daily	<b>1</b>
 <b>Steps</b>	Stay on your feet by taking 10,000 or more steps daily	<b>1</b>
 <b>Stretching</b>	Improve your flexibility by stretching for 10 or more minutes daily	<b>1</b>
 <b>Water</b>	Stay hydrated by drinking 64 ounces of water daily	<b>1</b>
 <b>Resilience</b>	Handle stress better by performing at least one resilience activity on 5 separate days weekly	<b>5</b>
 <b>Resistance Training</b>	Increase your strength by performing 2 or more days weekly	<b>5</b>
 <b>Time Exercised</b>	Get fit by exercising for at least 150 minutes weekly	<b>5</b>
 <b>Weight</b>	Log your weight weekly	<b>5</b>
 <b>Charity Work</b>	Give back by completing 2 or more hours of charity work monthly	<b>10</b>

*\*There are many other trackers available on [HealthAdvocate.com/parexel](https://www.healthadvocate.com/parexel) for your use that are not eligible for points.*



## Feature in Focus: Sync your fitness device, wellness app or Apple Health

Easily get points for health trackers by syncing your device or app. From the “I would like to...” menu, select “Sync My Fitness Device.” Select your device or app and follow the steps. You will only see Apple Health as an option when logged on through the Health Advocate app on compatible iOS devices.



# Frequently Asked Questions

## Q: How do I register for the Health Advocate website?

**A:** Follow these simple steps to register:

1. Visit [HealthAdvocate.com/parexel](https://HealthAdvocate.com/parexel)
2. Register for the website by clicking on "Register Now"
3. Enter the required information, confirm your registration, then log in

## Q: What if I am unable to fulfill a requirement of the incentive program?

**A:** We are committed to helping you achieve your best health. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate for more information.

## Q: How many points do I need to receive the medical premium incentive?

**A:** You must complete 50 points between Jan. 1 and Sept. 30, 2021 to receive the next plan year medical premium incentive.

## Q: What are some common wellness goals Health Advocate supports?

**A:** We can help you reach goals in areas such as weight loss, fitness, nutrition, tobacco cessation, mindfulness, stress management, prevention and management of chronic disease, and so much more!

## Q: Will my information and interaction with Health Advocate remain private?

**A:** Your medical and personal information is kept strictly confidential. Our staff carefully follows protocols and complies with all government privacy standards.

## Q: When is Health Advocate available?

**A:** We're available 24/7 through our website or mobile app. Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Staff is available for assistance after hours and on weekends.

## Q: What are the financial incentives?

**A:** You can earn financial incentives by participating in well-being activities. Upon completion of earning 50 wellness points, you and your spouse are eligible to receive a \$25 gift voucher (while supplies last). Additionally, you can earn a financial incentive on next year's medical plan by participating in well-being activities. This applies to employees and spouses enrolled in a Parexel medical plan. If you earn 50 points by 11:59 ET on September 30, 2021, you'll earn a discount on your medical plan in 2022. The annual wellness discount is \$240 for either employee or spouse or \$480 for both. The discount is divided over each pay period (26 weeks).



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