Health Support Program — Healthy Me

Because Turner wants to help encourage you to be healthy, you will find a number of wellness tools available on www.turnerbenefits.com via TKN and then My Turner Benefits. In addition, Turner offers a Health Support Program — Healthy Me. This program is designed to provide information and resources to help you maintain — or even improve — your health. The program contains the following components:

- **Health Club Reimbursement Program** – The Health Club Reimbursement Program reimburses you for costs related to “physical activity” such as gym memberships, fitness classes and personal trainers.

  How to Qualify – complete and document your Annual Physical, employee only for Single Level or employee + spouse/Registered Domestic Partner for the Family Level, during the prior Wellness calendar year, or as a new hire. If you are a new hire, your reimbursement amount will be prorated for the year based on your hire date.

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<thead>
<tr>
<th>Membership Level</th>
<th>Wellness Assessment</th>
<th>Reimbursement</th>
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<tbody>
<tr>
<td>Single</td>
<td>Employee Only</td>
<td>50% of eligible expenses up to a maximum of $360</td>
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<tr>
<td>Family</td>
<td>Employee + Spouse/Registered Domestic Partner</td>
<td>50% of eligible expenses up to a maximum of $500</td>
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Eligible expenses for this program include “physical activity” such as gym membership, pilates classes or yoga classes. It can include any form of exercise that causes increased breathing, increased heart rate, and at least a light perspiration. It does not include sports equipment, classes or training sessions for your children (other than those included in a family membership that you use), home exercise equipment or videos, vitamins, etc.

To receive your reimbursement, complete and submit the quarterly online form with the amount you have paid for the time frame ending on that date. For example, if you wish to receive your reimbursement on a quarterly basis and are completing the form for the First Quarter, you would enter the total amount you paid for your membership in January, February and March.

Your reimbursement will be automatically added to your month end paycheck after the end of each quarter.

For more information on this reimbursement program or to complete a reimbursement form, go to www.turnerbenefits.com via TKN and then My Turner Benefits and click on the Health Club Reimbursement link.

- **Medical Premium Discount** – To earn a medical premium discount, you must complete both the Health Screening and document your Annual Physical on www.turnerbenefits.com by the deadline communicated during your open enrollment period. If your covered spouse or Registered Domestic Partner also completes the Health Screening and Annual Physical, you will be eligible for a larger discount. Here is how the discount is calculated:

  - **If you complete the Health Screening and Annual Physical**, you will earn a biweekly discount of $11.53 on your medical premiums, for a total discount of $300 per year.
  - **If both you and your covered spouse or Registered Domestic Partner complete the Health Screening and Annual Physical**, you will earn a biweekly discount of $23.07 — or $600 per year.

- **Naturally Slim** – The Naturally Slim program is a 10-week, online program that focuses on reducing your metabolic risk factors, losing weight, looking and feeling better and making long-term lifestyle changes. It also addresses the precursors to diabetes, heart disease and other chronic conditions – collectively known as “metabolic syndrome.” While the program is designed to help those who are most at risk for developing a chronic condition, Naturally Slim classes are offered to all Turner employees and their covered spouses or Registered Domestic Partner.

- **Naturally Slim Advanced** – The Naturally Slim Advanced course is a 7-week program to enhance the Naturally Slim, Healthy Lifestyles Program. The program reinforces the basic principles that enable individuals
to lose weight and become healthier while eating all foods. It also dives deeper into previously taught topics such as exercise, portion size, stress, and the quality of the foods we consume. The latest research on topics such as high fructose corn syrup, calorie enhanced restaurant foods, and the dangers of abdominal obesity are presented.

- **Guest Profiles** – You can give your spouse or registered domestic partner or financial advisor access to the benefits website. To provide access you must log on to www.turnerbenefits.com and follow the required steps to provide access. *Your spouse or registered domestic partner must have a Guest Profile in order to complete the wellness requirements and receive additional medical premium discounts.*

- **Personal Health Support** – Under this free, voluntary program, a nurse will work with you before, during, and after a hospital admission to make the process as easy as possible for you and your family. This program can help you be sure you get the services you need. A dedicated Personal Health Support nurse will provide information and advice on:
  - Plan eligibility
  - Plan benefits
  - Network providers
  - Admission counseling
  - Care advocacy
  - Follow-up after discharge

- **Nurse Line** – With this nurse telephone program, reliable medical information is just a phone call away. Highly trained registered nurses are available 24 hours a day to assist you. These nurses work as your advocate and help you understand your medical problem and plan possible questions for your physician. They can also help you in an emergency situation, or help you determine whether a situation is an Emergency or not. For example, if you have a major illness, you can work with a nurse to consider treatment options and understand the drugs that have been prescribed. Or, if you prefer, the nurse can send you materials and information on your illness or injury. You can access the Nurse Line through the Turner Benefits Service Center at the number listed in your Benefit Provider Directory.

**Guarding Your Privacy**

The information you provide on your Wellness Assessment or to any Health Support Program professional is confidential and available only to you and those professionals. Turner has no access to your personal information provided online through the secured website or over the phone. Further, no Health Support Program partner can sell or otherwise divulge any Turner employee information to any unauthorized party.