



Well-Being Incentive Program and Fitness Reimbursement Frequently Asked Questions

Well-Being Incentive Program

Q: What is the Well-Being Program?

A: Under the Well-Being Program, you will have a wide variety of resources, programs, policies and services that promote:

- **Physical well-being – Resources to achieve personal fitness, nutritional and health goals.**
- **Social well-being – Resources to cope with the demands of work and personal life.**
- **Financial well-being – Resources to gain a better understanding of your day-to-day budgeting and to help you achieve your financial goals.**

Q: Who is eligible to participate in the Well-Being Incentive Program?

A: Active U.S. payroll employees are eligible to participate in the Well-Being Incentive Program. This includes U.S. Expats and Non-U.S. Citizen, Non-U.S. Resident (NCNR) employees and excludes inpatriates, temporary and intermittent employees.

Participation in the Well-Being Incentive Program is voluntary.

Q: How do I participate in the Well-Being Incentive Program?

A: To participate in the voluntary Well-Being Incentive Program, you will need to register through Virgin Pulse. After registering, you can access your well-being portal via web or mobile app.

You will receive the incentive via payroll credit for completing each of the Well-Being Incentive Program activities. You will have until Nov. 30, 2020, to complete and submit any required documentation. The incentive payroll credits are subject to the same tax rules as any other employee rewards or prizes.

Total Rewards



Well-Being Incentive Program Activities	Payroll Credit
Submit biometric screening results by Nov. 30, 2020	\$100
Obtain BMI of less than 30 or follow-up with a primary care physician	\$250
Obtain blood pressure of less than 140/90 or consult with a primary care physician	\$100
Complete two preventive screenings (\$50 each). (For example: annual physical, well-woman's exam, dental exam, vision exam, etc.)	Up to \$100
Complete 1 company-wide challenge	\$100
Total Well-Being Incentive Program Credit	Up to \$650

Note: These three activities must be completed to be eligible for the Fitness Reimbursement

Q: Do I have to complete all of the well-being incentive activities?

A: No, you will receive a well-being incentive credit for the activities you complete. To be eligible for the fitness reimbursement of up to \$500 per family, you must complete a biometric screening, obtain a BMI of less than 30 or follow-up with a Primary Care Physician, and obtain blood pressure of less than 140/90 or consult with a Primary Care Physician.

Q: How will I receive the Well-Being Incentive Program payroll credit?

A: Once completion of a listed activity is verified, you will receive the full well-being incentive payroll credit amount associated with that activity through your paycheck as soon as administratively possible.

For any activities that require submission of a separate form, such as a follow-up appointment with your primary care physician, it is your responsibility to submit the form to Virgin Pulse. Submission instructions will be detailed on the applicable form.

Q: What is the deadline to participate and submit any necessary forms for the Well-Being Program?

A: Activities must be completed, submitted and verified between Jan. 1 and Nov. 30, 2020, to be eligible.



Fitness Reimbursement

Q: What is the Fitness Reimbursement Program?

A: Effective Jan. 1, 2020, active U.S. employees can receive a fitness reimbursement of up to \$500, through payroll. Fitness reimbursement is available for you and your eligible dependents enrolled in the Phillips 66 medical plan. The total reimbursement of up to \$500 per family can be requested once you:

- Submitted biometric screening results;
- Obtain a Body Mass Index (BMI) of less than 30 or consult with a Primary Care Physician; and
- Obtain blood pressure of less than 140/90 or consult with a Primary Care Physician.

The fitness reimbursement includes most fitness-related memberships and activities. For example: CrossFit, yoga, Pilates, personal training, massage therapy, virtual fitness classes, genetic testing kits, adult and child sports league fees, nutritional counseling and Weight Watchers program fees.

Participation in the Fitness Reimbursement Program is voluntary.

Q: Can I receive the fitness reimbursement without participating in the Well-Being Incentive Program?

A: No, you must complete three activities (submit biometric screening results, obtain a BMI of less than 30 or consult with a PCP, and obtain a blood pressure of less than 140/90 or consult with a PCP) in order to become eligible for the fitness reimbursement.

Q: Who is eligible to participate in the Fitness Reimbursement?

A: Active U.S. payroll employees are eligible to participate in the Fitness Reimbursement. This includes U.S. Expats and Non-U.S. Citizen, Non-U.S. Resident (NCNR) employees and excludes inpatriates, temporary and intermittent employees.

Q: When will I receive the Fitness Reimbursement?

A: Payments will be made monthly through Phillips 66 payroll when administratively possible. If your claim(s) is approved by the 1st of the month, generally you will receive your reimbursement by the end of the month.

Otherwise, you will receive your reimbursement by the end of the following month. Reimbursements are considered taxable per IRS guidelines.

Q: What is the deadline to participate and submit any necessary forms for the Fitness Reimbursement?

A: Activities must be completed, submitted and verified between Jan. 1 and Nov. 30, 2020, to be eligible.

Total Rewards



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