

# MOTIVA



## MOTIVation

Wellness Program



## 2021 MOTIVation WELLNESS PROGRAM

Empowering You on Your Wellness Journey:  
Participate, Stay Healthy, and Earn Rewards



## THE MOTIVATION WELLNESS PROGRAM

Through our wellness program, Motiva empowers all employees and their spouses or partners on their wellness journey. This program offers:

1. A 2022 Medical Premium Discount for all employees and their spouses or partners who are on a Motiva medical plan and who complete a health check survey and a biometric screening by October 15, 2021.
2. Additional rewards for any employees and their spouses or partners who participate in wellness incentives throughout the year.

### Program Updates for 2021

The MOTIVATION Wellness Program has been modified for the year 2021. Key items to know include:

- Our program vendor, SimplyWell, is now Virgin Pulse. Employees must re-register with Virgin Pulse to participate in the 2021 program.
- The website [keepmotivahealthy.com](https://keepmotivahealthy.com) remains the platform for the MOTIVATION Wellness Program, where you can register to participate, sign up for challenges, and track your progress throughout the year.
- You can continue to earn wellness points in 2021; starting this year, these points will be converted into Virgin Pulse's Pulse Cash. You can earn up to \$200 for yourself as an employee and your spouse or domestic partner can earn up to \$100.

You must complete the health check survey (formerly Member Health Assessment) and biometric screening for any points to pay out.

- You will still be able to earn points by participating in company challenges and completing your health check survey and biometric screening. Starting this year, you will also be able to earn points for everyday activities like getting your daily steps in, working out, or even getting enough sleep.
- There are no wellness reimbursements in 2021.

# ELIGIBILITY

All Motiva employees and their spouses or partners can participate in the MOTIVation Wellness Program. Enrollment in a Motiva health plan is not required to earn points but is required in order to receive the 2022 Medical Premium Discount.

Those wanting to participate in the 2021 program must take the following actions:

1. Complete the online **health check survey** (formerly Member Health Assessment) at [keepmotivahealthy.com](https://keepmotivahealthy.com) > Health > Health Check.
2. Complete an **annual exam or biometric screening** (must be completed by October 15, 2021 in order to receive the 2022 Medical Premium Discount).

For instructions on completing the health check survey and biometric screening, please **see page 3**.

# REGISTRATION

Because our provider has changed, anyone wanting to participate in the 2021 program must register with Virgin Pulse, even if you have registered with SimplyWell in the past. Registering for the 2021 MOTIVation Wellness Program is simple and fast. To sign up, visit [keepmotivahealthy.com](https://keepmotivahealthy.com) and do the following:

1. Enter your name, date of birth, and gender to verify eligibility.
2. Select your country, state, and preferred language.
3. Enter your email and phone number and create a password.

After completing the third step, your account will be created and you will be automatically taken to the platform landing page, where you have full access to the MOTIVation Wellness Program.

**IMPORTANT:** You and your spouse or partner must each register separately with your own personal information.

## Onsite Health and Wellness Resources

All employees can use our convenient onsite wellness and medical services any time throughout the year.

Details can be found at [MyMotiva > Employee Resources > Wellness](#).

### ■ Onsite Medical

Employees can visit the onsite medical clinic at the refinery, chemicals plant, and Allen Center locations to see a nurse for minor medical conditions including blood pressure checks, over-the-counter medication, and more.

### ■ Onsite Wellness Centers

Motiva operates wellness centers at our Allen Center and Port Arthur Manufacturing Complex locations. All employees can use these facilities free of charge. Due to the evolving nature of the COVID-19 pandemic, one or both of these wellness centers may be temporarily closed, have different operating hours, or allow a limited number of patrons during 2021.



# COMPLETING THE HEALTH CHECK SURVEY AND BIOMETRIC SCREENING

## 1. Completing the Health Check Survey (formerly Member Health Assessment)

To fulfill this requirement, visit [keepmotivahealthy.com](https://keepmotivahealthy.com) > **Health** > **Health Check** to access the health check survey. You will answer 22 questions about your health and lifestyle; completing the assessment should take approximately 10 minutes.

## 2. Completing the Biometric Screening

To complete the biometric screening:

- Visit [keepmotivahealthy.com](https://keepmotivahealthy.com) > **Benefits** > **Quest Biometric Screenings**.
- Choose **Register and Schedule with Quest**.
- Agree to the terms and conditions, then enter your information (name, birth date, and email).

You must complete the health check survey and the biometric screening to receive the 2022 Medical Premium Discount and earn rewards.

After registering with Quest, you have four options for scheduling your biometric screening. You may schedule:

- An appointment with Quest Diagnostics (walk-ins will not be accepted).
- An annual exam with your primary care doctor or clinic.
- An onsite screening (held in the fall at our Houston and Port Arthur locations).
- An executive physical at a Kelsey-Seybold clinic (713-442-6684 or MOTI).

If you plan to use your primary care doctor or clinic or a Kelsey-Seybold clinic (for an executive physical), please print and bring your personalized Physician Results Form, which can be downloaded from the Quest Portal at [keepmotivahealthy.com](https://keepmotivahealthy.com) > **Benefits** > **Quest Biometric Screenings** > **Physician Results Form** and should be uploaded to the site when complete.



### Your privacy is assured!

Virgin Pulse administers the MOTIVATION Wellness Program. They have deep knowledge of wellness activities and management, and they work with companies like ours to empower you and your family to live healthy and happy lives.

Working with a third-party vendor allows us to ensure that your individual information is kept confidential. Virgin Pulse complies with all privacy laws to keep your information confidential.

# PROGRAM REWARDS

Motiva offers two sets of rewards through the MOTIVation Wellness Program, including the 2022 Medical Premium Discount and additional rewards. For more information on earning these rewards, please see the following page.



	Requirements	You Earn	Your Spouse or Partner Earns
<b>Medical Premium Discount for 2022</b> (Must be enrolled in a Motiva health plan)	Must be enrolled in a Motiva health plan  Must have completed the health check survey and an annual exam or biometric screening by <b>October 15, 2021</b>	\$480 (\$40 per month) off your health insurance premiums	\$300 (\$25 per month) off their health insurance premiums
<b>Additional Rewards</b> (Pulse Cash)	Must have completed the health check survey and an annual exam or biometric screening by <b>November 30, 2021</b>	Up to \$200 in Pulse Cash	Up to \$100 in Pulse Cash

Employees hired in 2021 will receive the 2021 Medical Premium Discount as soon as they (and their spouse or partner, if applicable) complete the health check survey and biometric screening survey.

# EARNING REWARDS

Motiva offers two sets of rewards through the MOTIVATION Wellness Program—the 2022 Medical Premium Discount and additional rewards, called Pulse Cash. If you have met the eligibility requirements for the MOTIVATION Wellness Program by completing your health check survey (formerly Member Health Assessment) and biometric screening by October 15, 2021 and are enrolled in a Motiva health plan, you will automatically receive the Medical Premium Discount for the 2022 year. Instructions on completing the health check survey and biometric screening can be found on [page 3](#) of this guide.

Additional rewards can be earned throughout the year—the MOTIVATION Wellness Program offers a variety of ways for you to earn points that will get you up to \$200 (and up to \$100 for your spouse or partner) in Pulse Cash.

Starting this year, your earning opportunities have expanded to include a wide variety of daily activities like:

- Getting your daily steps in
- Working out
- Tracking calories
- Browsing healthy recipes
- Getting enough sleep

For a complete list of these activities, how to complete them, and the point totals you will be awarded for doing so, please visit [keepmotivahealthy.com](https://keepmotivahealthy.com) > Home > How to Earn.



To get the most out of the 2021 MOTIVATION Wellness Program and make earning rewards even easier, download the Virgin Pulse app, which can be used to track many of the daily activities that will earn you points.

The Virgin Pulse app is compatible with devices and apps like Fitbit, Misfit, Garmin, Apple Watch, Samsung Gear, MyFitnessPal, Google Fit, Apple Health, and S Health. If you have them, using these devices and apps can make it easier to track and earn points.

**PLEASE NOTE:** If you want to track your steps, you need to register a device that will do so.

# REDEEMING PULSE CASH

The points you earn add up to Pulse Cash, which can be redeemed for merchandise or an e-gift card or even donated to charity.

1. Log into your Virgin Pulse account at [keepmotivahealthy.com](http://keepmotivahealthy.com).
2. In the top right corner, select "My Rewards."
3. From the "My Rewards" page, access the "Spend" tab, then choose your redemption option.

There are three ways you can redeem your Pulse Cash:



**Redeem your Pulse Cash for merchandise.** Click on "Shop the Store" to be redirected to the Virgin Pulse store, where you can use your rewards to buy a variety of items. When you check out, simply enter the amount of Pulse Cash you want to spend in the "Use your Virgin Pulse Reward Cash" field and click "Apply Cash," then follow the additional prompts to complete your purchase.



**Get an e-gift card and swap your Pulse Cash for money.** If you choose this option, a message will be sent to the email address associated with your Virgin Pulse account for you to complete the transaction.



**Make a donation.** You can select from one of several foundations or organizations to receive the monetary equivalent of your Pulse Cash. If you choose this option, be sure to enter the amount you would like to donate in the appropriate field and follow the additional prompts to confirm your donation. You will receive a confirmation email afterward.

## How Pulse Cash Works

Your points will add up to different amounts of Pulse Cash depending on how many you have earned and whether you or your spouse or partner are earning them. Please see the chart to the right for a breakdown of these points and how they will add up to the maximum reward for you or your spouse or partner.

LEVEL 1	
Point total	5,000
Employee	\$20 Pulse Cash
Spouse/ Partner	\$10 Pulse Cash
LEVEL 2	
Point total	12,000
Employee	+\$40 Pulse Cash
Spouse/ Partner	+\$20 Pulse Cash
LEVEL 3	
Point total	25,000
Employee	+\$60 Pulse Cash
Spouse/ Partner	+\$30 Pulse Cash
LEVEL 4	
Point total	40,000
Employee	+\$80 Pulse Cash
Spouse/ Partner	+\$40 Pulse Cash
MAX. REWARD	
Employee	= \$200 Pulse Cash
Spouse/ Partner	= \$100 Pulse Cash

**NOTE:** \$1 in Pulse Cash equals \$1 USD.

# MOTIVA

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This booklet describes benefit plans applicable for eligible employees of Motiva Enterprises, LLC, subject to the terms of the formal Plan Documents. This booklet does not apply to individuals employed by any other entities, such as individuals classified as employees of Motiva contractors or employees of other affiliates of Motiva Enterprises, LLC.

The information presented here does not replace the Summary Plan Description, relevant Summary of Material Modifications (SMMs), or the official plan documents that govern each plan's operation. If there is a conflict between this document and the plan document for any of the benefits described in this document, the plan document will control. The Company reserves the right to amend the plans from time to time or to terminate them entirely.

Photos in this guide were taken before social distancing and face-covering measures were in place.