

SUN HEALTH

Team Member Wellness Program Guide

Effective July 1, 2026 | Fiscal Year 2026–2027

Earn Points.
Earn Rewards.
Live Well.

WHAT IS THE WELLNESS PROGRAM?

The Sun Health Wellness Program rewards Team Members — and covered spouses, where applicable — for participating in healthy activities each month throughout the fiscal year. By earning wellness points, you can qualify for medical premium discounts, monthly gift card drawings, and incentive rewards.

Medical Premium Discounts

Earn 30 pts → save on your paycheck
or HSA

Monthly \$25 Gift Card Drawing

Submit your log on time to be entered

Amazon Gift Card Incentive Rewards

Tiered rewards from \$10–\$100 (eff. July
2026)

HOW TO PARTICIPATE

Monthly Challenges & Tracking Log

- Choose up to **3 wellness challenges per month** from any of the five focus areas (Physical, Nutrition, Wellness Habits, Brain/Mental/Spiritual, Financial).
- Earn **1 point per challenge completed**. Track your daily progress on the Monthly Challenges & Bonus Points Acknowledgement Form.
- Complete **Bonus Point activities** for additional points — see the Bonus Points section below.

Submission Deadline

Submit your completed tracking log to your Community Wellness Champion by the **10th calendar day of the following month**.

Example: June activities are due by July 10th.

Why Submission Matters

- Counts toward your **medical premium discount eligibility** if you are enrolled in a Sun Health medical plan.
- Enters you into the **monthly \$25 Amazon Gift Card drawing** at your community.
- Adds to your **cumulative Incentive Reward Point total** toward Amazon Gift Card rewards at each tier.
- Rewards and eligibility are based on points earned throughout the fiscal year (July 1 – June 30).

BONUS POINT ACTIVITIES

In addition to monthly challenge points, you can earn extra bonus points by completing the activities below. Bonus points accumulate toward your annual total and incentive reward tiers.

Bonus Activity	Bonus Activity
Preventative Screening — max 1 pt	Health Coaching Session — max 1 pt
Flu Shot or Vaccination — max 1 pt	Dental Exam (x2 per year) — max 2 pts
General Health / Physical Exam — max 1 pt	Financial Wellness Consultation — max 1 pt
Vision Exam — max 1 pt	Mental Health Counseling Session — max 1 pt
Volunteer Event — max 4 pts	Vibrant Life Choices Program Enrollment — max 5 pts
Exercise Program Participation — max 6 pts	HealthJoy App Usage — max 2 pts

YOUR COMMUNITY WELLNESS CHAMPIONS

Submit your completed monthly tracking log to your Community Wellness Champion. They are your primary contact for all things wellness — point tracking, reward coordination, and form routing.

Administration & The Colonnade

Michael Consalo
Michael.Consalo@sunhealth.org

Grandview Terrace

Amelia Torres
Amelia.Torres@sunhealth.org

La Loma Village

Van-anh Tran
Vananh.Tran@sunhealth.org

Role of the Community Wellness Champion

- Receives and tracks your monthly wellness log submissions
- Verifies points and routes the Premium Discount Form to the Benefits Analyst when eligibility is reached
- Coordinates incentive reward distribution
- Answers questions about the program and helps you stay on track

MEDICAL PLAN PREMIUM DISCOUNTS

This benefit is available exclusively to Team Members enrolled in a Sun Health medical plan.

The premium discount is **not automatic** — it must be earned each plan year by meeting the required point threshold. The plan year runs July 1 through June 30.

Eligibility Requirements

- **New participants:** Earn **30 points** — discount begins the 1st of the month following approval.
- **Ongoing eligibility:** Earn at least **30 points during the previous plan year** to continue receiving the discount for the next plan year.
- **HDHP Plan participants:** Incentive is deposited into your Health Savings Account (HSA) on the first paycheck of each month.

Discount Schedule

Coverage	Points Required	Traditional Plan	HDHP Plan
Team Member Only	30 pts	\$15 / paycheck <i>discount on medical premium</i>	\$30 / month <i>deposited to HSA</i>
Team Member + Spouse	60 pts (combined)	\$30 / paycheck <i>discount on medical premium</i>	\$60 / month <i>deposited to HSA</i>

How to Apply for the Discount

- Once you reach the 30-point threshold, your Wellness Champion will verify your points and complete the **Team Member Medical Premium Discount Form**, then route it to the Benefits Analyst for review.
- The Benefits Analyst will confirm your medical plan enrollment and issue the approval.
- You will receive the form for your signature, along with the effective date for when the discount will appear on your paycheck or HSA.

INCENTIVE REWARDS — AMAZON GIFT CARDS

Effective July 1, 2026, all incentive rewards are issued as Amazon Gift Cards. As you accumulate wellness points throughout the fiscal year, you unlock rewards at each tier below.

5 pts	10 pts	20 pts	30 pts	40 pts	50 pts	60 pts
\$10 Amazon	\$20 Amazon	\$30 Amazon	\$40 Amazon	\$50 Amazon	\$75 Amazon	\$100 Amazon

Tax Notice: Any Amazon Gift Card valued at \$25 or more is subject to tax reporting per IRS rules and will be reflected on your W-2. Contact HR or a tax professional with questions.

QUICK REFERENCE SUMMARY

Challenges per Month	Up to 3 — 1 point each — from any wellness category
Monthly Log Deadline	10th calendar day of the following month
Bonus Points	12 activities available — range from 1 to 6 pts each
Premium Discount	30 pts (TM only) or 60 combined pts (TM + Spouse) — Traditional Plan or HDHP
Gift Card Drawing	\$25 Amazon Gift Card monthly drawing at each community — submit on time to enter
Incentive Rewards	Amazon Gift Cards from \$10 to \$100 based on cumulative annual points
Plan Year	July 1, 2026 – June 30, 2027
Submit To	Your Community Wellness Champion