FIT TO FLY 500
Wellness Incentive Program
Take Action! Improve Your Health!
Save on Your Wawa Medical Coverage!

It’s no secret that wellness is a top priority at Wawa. Why? Because committing to good health is a smart choice. After all, when you are healthy, you feel your best, are productive, and have the energy to embrace life to its fullest.

Good health is good for you financially too. When you do what it takes to stay well, you need fewer costly health care services. And that saves you—and Wawa—real money.

The truth is that 50 to 70 percent of all diseases are preventable. Taking the steps necessary to embrace a healthy lifestyle not only benefits us as individuals, but as a community. It allows us to work alongside healthy, engaged associates, who fulfill lives for our customers every day. It also allows us to keep medical costs steady, so we can offer affordable and comprehensive benefits now and into the future. It’s a way that we can all act like owners.

Over the past few years, we have been offering Fit to Fly health screenings at no cost to help you learn where you stand when it comes to your health. But knowing is only half the battle. Our screening results show that our collective health hasn’t changed much over the last five years. (Don’t worry, your individual information is always private. Wawa only sees aggregate data.)

That’s where our NEW Fit to Fly 500 program (and acting like an owner) comes in. It’s designed to help you take the next step by motivating you—and rewarding you—for making good health a priority. Just follow three steps to earn 500 points (see “How It Works,” below). You’ll enjoy better energy, longevity, and productivity, and earn a $40 per month credit—or $480 for the year—on your 2017 Wawa medical premiums.

Read on to learn how the program works and what it means for you. If you have questions that aren’t answered here, Wawa and our wellness partner Healthways are available to support you. Visit the Wellness page on MyWawa for more details on the program, and find contact information in the “Need More Information?” section at the end of this brochure.

How It Works

There are THREE steps to the Fit to Fly 500 program.

1. GET your Fit to Fly health screening at a Quest Diagnostics location.


3. ACT on your results (if necessary) to earn 500 points. See page 2 to learn how!

You must complete these two steps between January 1 – April 30, 2016.

You must complete step 3 (if necessary) between January 1 - December 1, 2016.
When you receive the Blueprint for Wellness report from your Fit to Fly health screening, it will include your information for five different health metrics: waist circumference, blood pressure, blood glucose, triglycerides, and HDL cholesterol. (See “Health Metrics for the Fit to Fly 500 Program.”)

For each metric that falls within the target range, you’ll receive 100 points. The target ranges are set based on the risk factors for metabolic syndrome. (See “What is metabolic syndrome and why don’t I want it?” on page 4.)

You need 500 points to earn the incentive credit. If all five of your metrics are within the target ranges, you’ll qualify for the incentive credit (5 metrics x 100 = 500 points).

If your results earn you less than 500 points, you’ll need to earn the remaining points to qualify for the incentive credit. The chart “Ways to Earn Fit to Fly 500 Program Points” explains how. You can earn points from January 1, 2016 through December 1, 2016 and can begin earning points even before you have the results of your Fit to fly health screening.

Health Metrics for the Fit to Fly 500 Program

<table>
<thead>
<tr>
<th>Screening Metric</th>
<th>Target Range</th>
<th>Point Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waist circumference</td>
<td>≤40 inches (men) ≤35 inches (women)</td>
<td>100 points</td>
</tr>
<tr>
<td>Blood pressure</td>
<td>&lt;130/85 mmHg</td>
<td>100 points</td>
</tr>
<tr>
<td>Blood glucose (sugar)</td>
<td>&lt;100 mg/dL</td>
<td>100 points</td>
</tr>
<tr>
<td>Triglycerides</td>
<td>&lt;150 mg/dL</td>
<td>100 points</td>
</tr>
<tr>
<td>HDL (good) cholesterol</td>
<td>≥40 mg/dL (men) ≥50 mg/dL (women)</td>
<td>100 points</td>
</tr>
</tbody>
</table>

If all five of your metrics are in the target ranges in 2016, you do not have to complete another Fit to Fly health screening until 2018.

Ways to Earn Fit Fly 500 Program Points

<table>
<thead>
<tr>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>150 points for completing 3 calls on one health issue (450 points maximum)</td>
</tr>
<tr>
<td>1 point per 1 activity (maximum 10 points per week)</td>
</tr>
<tr>
<td>Up to 100 points per Healthy Action submission approved</td>
</tr>
<tr>
<td>100 points (if Wawa’s score improves by 3% or more)</td>
</tr>
</tbody>
</table>

YOU NEED A TOTAL OF 500 POINTS EARNED FROM JANUARY 1, 2016 – DECEMBER 1, 2016 TO RECEIVE THE INCENTIVE CREDIT OF $480 FOR 2017.
You can start earning and tracking your incentive points beginning January 1, 2016.

1. Start by going to the Fit to Fly Well-Being Website at www.wawawellness.com and sign in or create a username and password.

2. Click on the Rewards Center tab. There you can:
   - Confirm you’ve completed your Fit to Fly health screening and Well-Being 5 Survey.
   - Check the points you’ve already earned. Points you earn will automatically be entered into the system.

Please note: There will be a short processing period before points appear in the system for Fit to Fly health screening, health coaching, Healthy Actions, etc.

The Fit to Fly 500 Program in Action

These brief scenarios illustrate how the Fit to Fly 500 program will work in practice.

Scenario 1 Lucy is an Assistant General Manager (AGM) who is eligible for benefits. She is not currently in a Wawa medical plan but is considering enrolling in a Wawa medical plan for 2017.

Lucy’s Actions

<table>
<thead>
<tr>
<th>Points Earned</th>
<th>Total Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 points</td>
<td>50 points</td>
</tr>
<tr>
<td>200 points</td>
<td>250 points</td>
</tr>
<tr>
<td>100 points</td>
<td>350 points</td>
</tr>
<tr>
<td>200 points</td>
<td>550 points</td>
</tr>
</tbody>
</table>

Congratulations Lucy! With 550 points, she qualifies for the incentive credit on her 2017 Wawa medical coverage premiums.

Scenario 2 Carlos is a Customer Service Associate (CSA) who will be eligible for Wawa benefits for the first time in January 2016. He plans to enroll in a Wawa medical plan in 2016 and 2017.

Carlos’ Actions

<table>
<thead>
<tr>
<th>Points Earned</th>
<th>Total Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>200 points</td>
<td>200 points</td>
</tr>
<tr>
<td>150 points</td>
<td>350 points</td>
</tr>
<tr>
<td>0 points</td>
<td>350 points</td>
</tr>
<tr>
<td>100 points</td>
<td>450 points</td>
</tr>
</tbody>
</table>

Carlos is still 50 points short of meeting the 500 points he needs to qualify for the incentive credit. The good news is he still has until December 1, 2016 to take action and earn the additional points.

Fit to Fly Well-Being Website • www.wawawellness.com
Why do I need to participate in this program?
Wawa is committed to a culture of health, and we want to incentivize all medically enrolled associates to take action for their own well-being. Participating in the Fit to Fly 500 program gives all of us more accountability for making any necessary health improvements with lifelong benefits. We hope this incentive will help you feel motivated to make every moment count for yourself, your family, and the Wawa community.

I don’t understand what my Fit to Fly health screening numbers mean. Where can I go for help?
You can refer to your Blueprint for Wellness report from your Fit to Fly health screening, available on the Quest Diagnostics website at My.QuestForHealth.com or request your report by calling 1-855-623-9355. This report explains in detail all the health measures and what they mean.

You can also Ask Alex! It’s a fun, engaging, and incredibly informative video tool. Watch the video at https://www.alexdoeswellness.com/aetna/explain or on the Fit to Fly Well-Being Website. It will not only help you make sense of your numbers, but will also give you steps for what to do next.

If you have more questions, you can talk to your doctor or reach out to the Wawa Wellness Team at wawawellness@wawa.com.

Will Wawa know my numbers?
No. Your personal health information from both your Fit to Fly health screening and your Well-Being 5 Survey is kept strictly confidential by Quest Diagnostics and Healthways. Wawa only receives aggregate data to distribute the incentive credit for your Wawa medical premiums—and to identify future programs and incentives that will help shape Wawa’s wellness program.

What if I’m not enrolled in a Wawa medical plan in 2016 or 2017?
If you’re not enrolled but are eligible for Wawa full-time benefits, we encourage you to get your Fit to Fly health screening and take the Well-Being 5 Survey to learn more about your health. You won’t get the incentive, but you can still track and earn points in the Fit to Fly 500 program.

Important: If you intend to enroll in a Wawa medical plan in 2017, you will need to complete this incentive program in order to qualify for the incentive credit of $40/month on your 2017 Wawa medical premiums.

Need More Information?
Contact the Healthways Support Call Center at 1-855-817-0643
Contact the Associate Service Center at 1-800-444-9292, option 2#, 6#
Contact the Wellness Team at wawawellness@wawa.com

What is metabolic syndrome and why don’t I want it?
“Acting like an owner” means doing what you can to avoid preventable conditions such as metabolic syndrome. It’s a combination of three or more of the following risk factors, which increase the risk of heart disease, stroke, and diabetes:
1. A waist circumference over 35 inches for women and over 40 inches for men
2. Blood pressure 130/85 mmHg or higher
3. Fasting blood glucose levels 100 mg/dL or higher
4. Triglyceride levels of 150 mg/dL or higher
5. HDL, or “good,” cholesterol levels below 40 in males and below 50 in females

A person with at least three of these results is twice as likely to suffer a heart attack or stroke, and may be at increased risk of developing type 2 diabetes. People with metabolic syndrome also have higher health care costs—up to 1.6 times higher than those without these risk factors.

Frequently Asked Questions About the Fit to Fly 500 Program

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