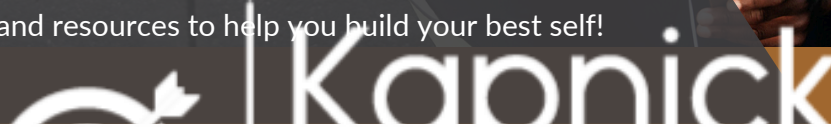


2026 BUILD WELLNESS PROGRAM GUIDE

The Christman Company is committed to helping our employees focus on their well-being. We've partnered with Kapnick Strive to offer you the tools and resources to help you build your best self!



Program Year



Start date:
January 1, 2026



Track activities
that build your well-being



Deadline to earn points, complete
Health Risk Assessment, & submit
Well-Visit form:
December 18, 2026



Deadline to submit Wellness
Reimbursement:
December 31, 2026



Pat yourself on the back for a
year well done

Wellness Incentive

Complete your well-visit with your primary care physician to reduce your employee contribution by **\$520 annually!** To earn the wellness incentive you must complete the incentive requirements outlined on the following pages.

Wellness Reimbursement

Earn up to a **\$250 reimbursement** annually for exercise equipment and programs. To earn the wellness reimbursement you must complete the requirements outlined on the following pages.

Quarterly & Annual Rewards

The Quarterly and Annual rewards are available to all participating eligible employees.

Quarterly Prize: \$25 Gift Card

Earn 600+ points per quarter to qualify

Annual Prize Raffle: Prize valued at \$500

Earn 2,400+ points by 12/18/2026 to qualify



WELLNESS INCENTIVE

Prevention is the best medicine

Complete the requirements below to earn the 2027 wellness incentive and reduce your employee contribution by **\$520 annually!**

| Requirement | Action(s) to Complete Requirement | Points Earned |
|-------------------------------|---|---------------|
| Health Risk Assessment | Complete this brief online survey to assess your lifestyle, its impact on your health, and risk factors. The Health Risk Assessment (HRA) immediately pops up for completion when you log in to your portal for the first time in the calendar year. The portal can be accessed at kapnickstrive.com/christmanco . Deadline to complete is December 18, 2026 . | 500 |
| Annual Well-Visit | Complete your annual well-visit with your primary care physician and have them sign the well-visit physician form. <ul style="list-style-type: none">Go to kapnickstrive.com/christmanco and log in.Scroll down on the homepage until you see the Strive Documents section.Click on "Annual Well-Visit Physician Form."Print this form and bring it with you to your annual well-visit appointment for your healthcare provider to complete.Scan or take a photo of your signed physician form and submit it in your Kapnick Strive Wellness Portal. Well-visits must be completed between 12/13/2025 - 12/18/2026 . | - |
| Submit Completed Form | <ul style="list-style-type: none">Go to kapnickstrive.com/christmanco and log inScroll down on the homepage until you see the points program.Go to "Earn 500 Points for Completing Your Annual Well Visit" and click on "Complete Form."Fill out the required information, submit your completed well-visit form signed by your physician under "Required: Please upload your annual well-visit form" and hit "Finish." The deadline to submit the Well-Visit form is December 18, 2026 . | 500 |

Questions? Email christman-buildwellness@christmanco.com



WELLNESS REIMBURSEMENT

Your well-being is your most important investment

Follow the steps below to earn up to a \$250 reimbursement annually for exercise equipment and programs!



| Requirement | Action(s) to Complete Requirement |
|--|---|
| Health Risk Assessment | Complete this online survey to assess your lifestyle, its impact on your health, and risk factors. The Health Risk Assessment (HRA) immediately pops up for completion when you log in to your portal for the first time in 2026. The portal can be accessed at kapnickstrive.com/christmanco Deadline to complete is December 18, 2026 . |
| Submit Well-Visit Form | See instructions under "Wellness Incentive" requirements on page 2. |
| Complete & Submit Wellness Reimbursement Form | <p>After completing the Wellness Reimbursement form, follow the steps outlined below.</p> <ul style="list-style-type: none"> • Visit the ELP Gateway • Click "Employee Tools," then click "Expenses" • Complete the required fields, add Jessica Laverick as the approver, and charge to #61215.0001 • Upload the Wellness Reimbursement form and your receipts • Click "Save & Close" <p>Please note: Be sure that the expense request was submitted and is not in the "Items Pending Submission" section. Your purchase must be dated within the calendar year. Reimbursement cannot be submitted until the HRA & Well-Visit requirements have been met. Only one reimbursement may be submitted per year; multiple receipts may be submitted within the reimbursement submission. Build Wellness reimbursements must be submitted to the ELP Gateway by December 31, 2026. December submissions may not be processed until 2027.</p> |

QUARTERLY & ANNUAL REWARDS



Focusing on your health pays off

The Quarterly and Annual rewards are available to all participating eligible employees.

| Quarterly Prize | Annual Prize Raffle |
|--|--|
| <p>\$25 Gift Card</p> <p>How to Qualify: Earn 600+ points per quarter</p> | <p>Prize valued at \$500</p> <p>How to Qualify: Earn 2,400+ points by 12/18/2026</p> |

Points are earned by tracking healthy activities and behaviors in the Kapnick Strive Wellness Portal (kapnickstrive.com/christmanco). See page 4 for more information. Quarterly winners can choose their own gift card award through a Reward Link, securely delivered to their email from Tango Card. Please be sure to update your preferred email address in your Kapnick Strive Wellness Portal account.

WELLNESS ACTIVITIES

One healthy day at a time

Earn points for completing and submitting any of the below activities in your Kapnick Strive Wellness Portal, and submit your own activities using the "Well-being Activity" section!

| Wellness Activities | Points Earned |
|---|--------------------|
| Preventative Health | |
| Complete your Annual Well-Visit | 500 |
| Complete a Preventative Health Exam <ul style="list-style-type: none">Examples include: eye exams, mammograms, dental exams, cancer screenings, and more. | 200 each/1200 max. |
| Receive a Vaccination <ul style="list-style-type: none">Examples include: flu, chicken pox, measles, HPV, and more. | 200 each/1200 max. |
| Tracking | |
| Reach 10,000 Steps/Day | 5 each/1800 max. |
| Eat 3 Servings of Fruits & Vegetables/Day | 5 each/1800 max. |
| Education | |
| Watch the Monthly Strive Webinar | 100 each/1200 max. |
| Read an article in the HealthyLearn Library | 25 each/300 max. |
| Attend a Wellness Presentation | 200 each/800 max. |
| Attend a Ulliance or Principal Wellness Presentation | 100 each/400 max. |
| Activities | |
| Complete a Wellness Challenge | 200 each/1000 max. |
| Complete a Well-being Activity <ul style="list-style-type: none">Examples include: volunteering, running a 5k, seeing a therapist, attending a financial wellness class, etc. | 100 each/1200 max. |

Questions? Email christman-buildwellness@christmanco.com



WELLNESS RESOURCES

Kapnick Strive Wellness Portal

www.kapnickstrive.com/christmanco

Scan the QR code to access the Wellness Portal!



| | Description |
|-----------------------------|--|
| HealthyLearn Library | The HealthyLearn Library offers a variety of educational resources and tools to improve your health and well-being, including articles on stress management, sleep, financial wellness, and more. Access self-guided promotion programs from quitting tobacco to managing weight. Check your symptoms, find walking plans, search healthy recipes, utilize the ask a health coach feature, and more! |
| Tracking | Learn healthy behaviors and build habits in wellness challenges while you log your activities for points. |
| Social | Post on the message board, create Buddy Challenges with a friend, read testimonials, view upcoming health & wellness events, and more on the social page of the Wellness Portal. |

MyWell App

Access the Kapnick Strive Wellness Portal from your phone with the MyWellApp.

- Visit your phone's app store and download "**MyWellApp**" by CoreHealth
- After the app has downloaded, go to your Wellness Portal account to get your mobile access code:
 - Click on your avatar
 - Select "**Mobile Access**"
 - Select "**Create a new code**" and save your code
- Enter your mobile access code into the app after waiting 1-2 minutes.

Health Hub

Access all your health & wellness resources in one place:

info.kapnick.com/christmanhealthhub



| | Description |
|----------------------------------|--|
| Strive Library | Access webinar recordings and health and wellness newsletters, register for specialized presentations including the Meditation Moments series, and more. |
| Mental Health Resources | Access your EAP, find a mental health care provider, and explore the Mental Health Guide - an educational material providing information on symptoms, treatment, seeking help, and more. |
| Physical Health Resources | Find resources that are available to you for your physical health including the Blue Cross Tobacco Coaching Program, the Livongo diabetes management program, exercise resources, and the Weight Management Guide. |
| Carrier Resources | Quickly find links to your providers, including Blue Cross Blue Shield, Delta Dental, Ulliance EAP, VSP Vision, MetLife Legal Services, and more. |

Questions? Email christman-buildwellness@christmanco.com

FREQUENTLY ASKED QUESTIONS

Q: How do I access my wellness portal?

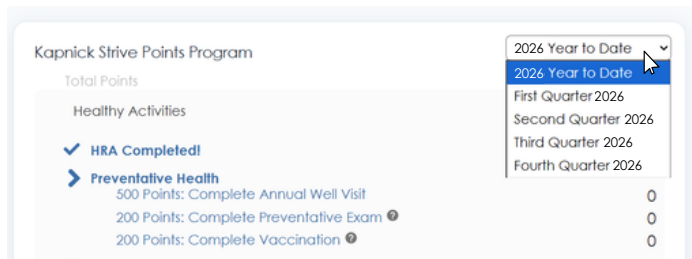
A: Visit www.kapnickstrive.com/christmanco

- If you've logged in before, select **"Log In"** and enter your existing username and password.
- If you're a first-time user, select **"Sign-Up"** and follow the below steps:
 - Enter your **last name, date of birth, and the last 4 digits of your social security number**. Select **"Lookup Account"** and agree to the terms and conditions.
 - Create a username and password. Enter remaining information to complete your profile.
 - The first time you log in, you will be prompted to complete the HRA before advancing into the rest of the portal.

If you are unable to access your account for any reason, please reach out to strive@kapnick.com.

Q: How do I know how many points I've earned this quarter?

A: From the homepage of your wellness portal account, navigate to the Kapnick Strive Points Program. Use the dropdown to view the quarterly and year-to-date point totals.



Q: I didn't get the email with my quarterly reward?

A: If you are unsure if you earned the quarterly reward or if you have not received an email from Tango Card with your Reward Link, please reach out to strive@kapnick.com or christman-buildwellness@christmanco.com.

Q: Will my information and interaction with Kapnick Strive remain private?

Your personal and health information is kept strictly confidential and will not be shared with anyone at The Christman Company or affiliates.

Q: I have a question that's not answered here.

Scan the QR code below or visit info.kapnick.com/StriveFAQ for more frequently asked questions.



Questions? Email christman-buildwellness@christmanco.com

