



NC Union

2026 Wellbeing Requirements for 2027 Incentive Payment



To earn your January 2027 incentives, you must complete the following activities:

Choice and Basic PPO plan members:

You and your covered spouse can earn \$300 each by completing the following wellness activities by 9/30/2026 for a payout in January 2027. Incentive will be deposited in your Health Saving Account (HSA) and counted toward your annual contribution maximum.

PPO plan members:

You and your covered spouse can earn \$100 each by completing the following wellness activities by 9/30/2026 for a payout in January 2027. Incentive will be deposited in your paycheck as taxable income.

How to Earn the Well-Visit Incentive:

1. Complete the online Health Risk Assessment (HRA) located on the Kapnick Strive Portal
 - a. www.kapnickstrive.com/henniges
2. Submit a completed Well-Visit Form (PCP Form)
 - Schedule and complete your physical with your PCP before 9/30/2026. You will need to take your Well-Visit form to your PCP and have the PCP provide results for all the listed items. Physicals must be completed between 10/1/2025 and 9/30/2026.
 - Submit a completed Well-Visit form by 9/30/2026
 - Well-Visit form can be uploaded on your portal homepage or faxed to 888-975-5086
 - Well-Visit form can be found on the home page of your wellness portal or in your Health Hub
 - Portal: www.Kapnickstrive.com/henniges
 - Health Hub: www.info.kapnick.com/hennigeshealthhub-nc-union

If you choose not to complete all of the requirements, a monthly surcharge will apply for the employee and spouse who fails to complete all three of the requirements.

- **Screening Surcharge:** \$5.66 per paycheck for employee + \$5.66 per paycheck for spouse is charged for paychecks January-December 2027

Employees hired after 3/1/2026 do not have to complete the health assessment or submit a well-visit form during their first year on the plan and no surcharge will apply. Employees hired after 3/1/2026 who complete the two wellness activities will receive the incentive.



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	Health Risk Assessment	Well-Visit Form (PCP Form)
Due Date	09/30/2026 Must be completed between 10/1/2025 and 09/30/2026	09/30/2026 For preventative visits between 10/1/2025 and 09/30/2026
Payout Date	January 2027	January 2027
Henniges Choice PPO or Henniges Basic PPO (Incentive will be deposited into your Health Savings Account)	\$300/employee and \$300/spouse who completes Health Risk Assessment, and submits Well-Visit Form (PCP Form) (If covering a child under Employee + 1, you will automatically receive the spouse incentive if you earned the incentive)	
Henniges PPO (Incentive will be included in your paycheck)	\$100/employee and \$100/spouse who completes Health Risk Assessment and submits Well-Visit Form (PCP Form)	
Per Paycheck Surcharges: (Applies if all of the well- being activities are not completed)	Salary Employee: \$5.66/paycheck Spouse: \$5.66/paycheck	Surcharge will be deducted from paychecks in Jan-Dec 2027



Henniges Automotive 2026 Wellbeing Activity Raffle Prizes



Raffle eligibility is limited to employees.

Portal Prize	Point Cycle Reward Prizes	Annual Prize
One winner of a \$100 Snappy Gift Card	Ten winners of a \$50 Snappy Gift Card (Two from each location)	One winner of a \$500 Snappy Gift Card
How to qualify: Log into your Strive portal by 01/31/2026	How to qualify: Earn 300+ points in a Point Cycle	How to qualify: Earn 300+ points in each of the point cycles for the program year
Deadline: 01/31/2026	Point Cycle Dates: 10/01/2025 - 12/31/2025 01/01/2026 - 03/31/2026 04/01/2026 - 06/30/2026 07/01/2026 - 09/30/2026	Point Cycle Dates: 10/01/2025 - 12/31/2025 01/01/2026 - 03/31/2026 04/01/2026 - 06/30/2026 07/01/2026 - 09/30/2026



NC Union Tobacco 2026 Wellbeing Requirements



Tobacco Surcharge

Employees enrolled in Henniges medical plan who are self-reported tobacco users in BenXpress will pay a \$500 annual tobacco surcharge. You will be considered a tobacco user if you have used any of the following tobacco products in the last 3 months (12 month for new hires): cigarettes, cigars, chewing tobacco, e-cigarette, pipes, hookah, snuff, etc. **The tobacco surcharge applies ONLY to employees NOT SPOUSES.**

Tobacco Surcharge:

- Salary: \$9.43 per paycheck (\$500 annually)

The \$500 annual tobacco surcharge will be prorated and deducted from paychecks starting January 2026. Tobacco users who complete the Tobacco RAS Health Coaching by 9/30/2026, will get a complete refund of the tobacco surcharge that was charged once the Tobacco RAS Health Coaching is completed.

Tobacco RAS Health Coaching

Employees who self-report as a tobacco user can have the tobacco surcharge refunded by completing six (6) telephonic Tobacco RAS Health Coaching Calls with a Kapnick Strive Health Coach.

- Ways to enroll:
 - On your portal www.kapnickstrive.com/henniges
 - Email Strive@Kapnick.com for help or questions regarding enrollment
- Enroll in Tobacco RAS Health Coaching by 8/01/2026
- Tobacco RAS Health Coaching must be completed by 9/30/2026

The 2026 Tobacco surcharge will not apply to employees hired after 3/1/2026 for the remainder of the year. All employees enrolled in the Henniges Medical plan will need to re-attest their tobacco user status every year.

Tobacco Surcharge

Surcharge	Completion Date	Deductions Start
\$500 / year Surcharge will be refunded if program is completed by 09/30/2026.	9/30/2026 Tobacco RAS Health Coaching takes 6 weeks to complete.	January 2026 Surcharge will be prorated and deducted from paychecks starting in January.

You are considered a tobacco user if you have used any of the following tobacco products in the last 3 months (12 months for new hires): cigarettes, cigars, chewing tobacco, e-cigarettes, pipes, hookah, snuff, etc



NC Union Kapnick Resources

Kapnick Strive Portal:

www.Kapnickstrive.com/Henniges

Upload Well-Visit Form, enroll in RAS Health Coaching, complete reward program activities, and participate in challenges.



Kapnick Strive Health Hub

www.info.kapnick.com/hennigeshealthhub-nc-union

Resources and links for the Strive Portal, App, Strive Library, program overview, benefits, and more!



Well-Visit Form (PCP Form)

Upload your completed form to the Strive Portal, or fax it to (888) 975-5086.



Kapnick Benefits Information

www.info.kapnick.com/henniges-automotive-nc

Access medical, dental, vision, and EAP benefits and guides.



Questions?

Wellness Coordinator: Renée Johnson

Email: Renee.Johnson@Kapnick.com

Phone: 734-929-3717

Strive Email: Strive@Kapnick.com

Customer Service Phone Number: 877-233-2296

