

Need help? Visit [MyDanaherBenefits.com](https://mydanaherbenefits.com)

*What can we help you with?*

## Danaher Wellbeing Program

The Danaher Wellbeing Program helps you be your best—physically, financially, and emotionally.

Wellbeing  
Program



The Danaher Wellbeing Program supports your total wellbeing and is focused on three pillars of health: Physical, Financial, and Emotional, with a corresponding icon to represent each pillar. We believe that for you to be your best at work, you need to feel your best in life—physically, financially, and emotionally. And, we make it easy to connect to Danaher’s wellbeing programs and partners through Virgin Pulse—our online wellbeing hub.

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### Wellbeing rewards

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The Danaher Wellbeing Program has partnered with Virgin Pulse to help you make small, everyday changes to your wellbeing that focus on the areas you want to improve the most. With Virgin Pulse you can achieve your health goals with a fun and engaging mobile experience that delivers powerful resources right to your fingertips.

## Who can participate?

All benefits-eligible associates and their +1s are able to participate in the wellbeing program and earn rewards. All regular associates not covered by a collective bargaining agreement (CBA) working 20 or more hours per week are considered eligible for Danaher benefits.

## To get started

1. Download the Virgin Pulse app or go to [join.virginpulse.com/Danaher](https://join.virginpulse.com/Danaher).
2. Type **DAN** to create account (regardless of Opco, use Danaher as company name). TOP
3. Enter your last name as listed on [MyDanaherBenefits.com](https://MyDanaherBenefits.com), date of birth, Associate ID, state, and country. **Note:** You will enter your Associate ID in the Employee ID field. For your +1, please enter your Associate ID with an "S" on the end in the Employee ID field. For example, if your Associate ID is 123456, you would enter 123456S for your +1.

**How to find your Associate ID:** There are two ways to access your Associate ID in Workday.

- o Select your profile photo > View Profile > Job > Job Details > Associate ID
  - o From the application page, select Personal Information > View > About me > View Profile > Job > Job Details > Associate ID
4. Follow the prompts to create your login credentials.
  5. Sync a device. To receive points and rewards, the wellbeing program relies on validated data obtained through an activity tracker. If you do not have a physical activity tracker, sync your phone to track your steps, join the step challenges, and earn points.
  6. Existing members sign in through the Virgin Pulse app or [member.virginpulse.com](https://member.virginpulse.com).

## Add your +1

The wellbeing program is also available to spouses/partners of associates who are benefits-eligible. They don't need to be enrolled in a Danaher medical plan to participate. They can follow the directions above to create their own account and will need to enter their name as you have it in your records on [MyDanaherBenefits.com](https://MyDanaherBenefits.com).

Call **800-964-7985** if your spouse/partner is not able to create a Virgin Pulse account. When calling, you'll need to follow the prompts and select the option for "Health care" then "Enroll/confirm/change who's covered." Tell the representative that you want to add your spouse/partner to your records for wellbeing program participation. Once the request is processed (this takes about two weeks), your spouse/partner can create his/her own Virgin Pulse account using the directions above.

## Get rewarded

Earn points when you make healthy choices. Points can be converted to PulseCash (using the table below), which you can redeem for a variety of rewards, including gift cards, activity devices, and charitable donations.

You can earn up to \$300 annually (\$75 per quarter) in PulseCash, and your benefits-eligible +1 can earn \$150 annually (\$37.50 per quarter). Keep earning points to reach the different levels, which

reset every quarter. **Note:** For U.S. associates, due to IRS regulations, redeemed gift cards are taxable and considered as 401(k) eligible compensation. Also, merchandise redeemed is considered taxable income.

Quarterly reward levels		PulseCash/raffle entry
Level 1	1,000 points	\$10
Level 2	5,000 points	\$15
Level 3	12,000 points	\$20 + 1 raffle entry
Level 4	20,000 points	\$30 + 1 raffle entry

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### Double your wellbeing rewards by leveling up to Level 3 and 4!

Earn raffle entries every quarter you reach 12,000 points (Level 3) and 20,000 points (Level 4) and enter to win \$300 PulseCash (for associates) or \$150 PulseCash (for spouse/+1). There are 96 randomly drawn winners throughout the year.

### How to earn points

For information on how to earn points, visit [Virgin Pulse](#) and navigate to Rewards > How to Earn.

## Physical Wellbeing

In the bottom navigation of the **Virgin Pulse app**, select **Programs**, then **View All** to see all the resources available to you, learn more about the programs listed below, and get started.

- **Reach your health goals.** You can begin or continue your [Physical Wellbeing](#) journey through step challenges, guided workouts, tobacco cessation coaching, and other fitness and nutrition activities. Plus, you can also invite your spouse/partner to participate
- **Fit in more fitness.** **Wellbeats Virtual Fitness** offers on-demand fitness classes, workout plans, nutrition and mindfulness courses, office breaks, and more. You'll earn 200 Pulse points for signing up. Download the Wellbeats app for easy access.
- **Check your symptoms.** Use the [Buoy symptom checker](#). It's a quick and easy health resource that can help you figure out what to do next when you're not feeling well.
- **Get family planning support.** Seeking fertility treatment, starting a family, expecting or just had a baby? You and your partner get 24/7 support (along with unlimited access) from **Maven Clinic** for a variety of maternity and parenting needs, such as egg freezing, fertility, pregnancy, postpartum, adoption, surrogacy, new parenthood, and planning for a leave or returning to work after leave. Video chat or message with top-rated providers in over 20 specialties, join a supportive community, and access expert resources on every topic.

## Financial Wellbeing

- **Get personalized financial counseling.** Ayco's **Personal Financial Management** includes a holistic financial assessment and steps for continued improvement now and for your financial future. Ayco also offers:
  - One-on-one financial coaching where you can talk through strategies and challenges you'd like to address.
  - Tools you can use to map out goals and track progress.
  - Articles and resources that can help you prepare for what's next.
  - Remote or in-person group education to help you navigate financial changes and challenges.
- **Meet your financial goals.** Fidelity can help you save for retirement and plan for the future. Access Fidelity's financial education tools through [NetBenefits.com](https://www.netbenefits.com) or through the **Programs** tab on [Virgin Pulse](https://www.virginpulse.com).
- **Navigate grief with peace of mind.** **Ayco Survivor Support**<sup>®</sup> helps you navigate the complex financial issues following the loss of a loved one. It offers a personalized and holistic review of your family's financial position, as well as assistance while you make decisions regarding benefit elections and other financial concerns for the next 12 months. If eligible, an Ayco Administrator will contact you or your family to provide more information regarding this valuable benefit and to arrange a one-on-one financial counseling session.
- **Access a range of financial services and support through Securian's Lifestyle Benefits.**
  - **Legal, financial, and grief resources:** Comprehensive online, telephonic, and in-person resources, including the opportunity to create a will for free and much more. Visit [LifeBenefits.com/Lfg](https://www.lifebenefits.com/Lfg) (username: lfg, password: resources) or call **877-849-6034**.
  - **Travel assistance:** 24/7 online, pre-trip resources and support for emergency assistance and other services when traveling 50+ miles from home. Visit [LifeBenefits.com/travel](https://www.lifebenefits.com/travel) or call **855-516-5433** in the U.S. and Canada (outside of the US and Canada **+1-415-484-4677**).
  - **Legacy planning resources:** Access a variety of online end-of-life information and resources. Visit [Securian.com/legacy](https://www.securian.com/legacy).
  - **Beneficiary financial coaching:** Beneficiaries receiving \$25,000 or more will be invited to access professional guidance to help make sound financial decisions regarding their policy proceeds. Access information is provided with claims payment.

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## Emotional Wellbeing

- **Find support for life's challenges.** **GuidanceResources**, Danaher's Employee Assistance Program (EAP), offers you and your dependents confidential support, resources, and information for personal and work-life issues. These services include counseling, work-life referrals, and legal and financial resources. Explore online tools and get started at [guidanceresources.com](https://guidanceresources.com) (select **Register** > enter Organization Web ID: **Danaher** > set up an account). Learn more at [Get help and live support](#).
- **Manage stress and build resilience.** Use the meQuilibrium app to get insights into your personality and unlock proven techniques to beat the habits that cause you to feel overwhelmed. Get started by setting up your profile to get a personalized program. Access **meQuilibrium** through the **Programs** tab on [Virgin Pulse](#). TOP
- **Find family planning support.** No matter where you are on your family planning journey, it can be stressful. **Maven Clinic** offers support for a variety of fertility and family planning issues to help you navigate the stressors with ease. Video chat or message with top-rated providers in more than 20 specialties, join a supportive community, and access expert resources on every topic. Get more information and access **Maven Clinic** through the **Programs** tab on [Virgin Pulse](#), download the **Maven Clinic** app, or visit [mavenclinic.com/join/danaher2020](https://mavenclinic.com/join/danaher2020).
- **Get support for your family.** **Bright Horizons** (available to full-time associates) provides back-up child, adult, and elder care, as well as resources and discounts for ongoing care. Learn more at [Get help and live support](#).

## Related

Other benefits

Cont

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