



HELLO BENEFITS

365 Get Healthy Here Frequently Asked Questions 2018 Medical Plan Year

Program Overview

365 Get Healthy Here is the foundation of a healthy lifestyle. It includes a confidential health questionnaire at no cost to you. By completing your health questionnaire by October 31, 2018, you'll earn company-provided Health Reimbursement Account (HRA) or Health Savings Account (HSA) dollars. You can use these HRA/HSA dollars to pay for eligible out-of-pocket healthcare costs, or let them roll-over for future years. You'll earn \$150 to \$300 in HRA/HSA dollars, depending on your coverage. As long as you complete your online health questionnaire by October 31, 2018, you can use your HRA dollars retroactively to January 1, 2018 (or your medical eligibility date) or you can use your HSA dollars for expenses incurred on or after the date your HSA was opened.

1. Who's eligible for the program?

- Team members within Walgreens, Healthcare Clinic, and Duane Reade, including your covered spouse/domestic partner enrolled in a Walgreens medical plan.
- COBRA participants and retirees (pre-65, non-Medicare eligible group only) enrolled in a Walgreens medical plan.
- HCC team members are not eligible for an HSA.
- Cobra participants can contribute to their HSA through Optum Bank.

2. Is there a deadline to complete the health questionnaire?

Yes, you have until October 31, 2018 to earn your HRA/HSA contribution for 2018.

3. What's in it for me?

- By completing the health questionnaire by the deadline, the company will fund your HRA/HSA with \$150 to \$300, based on your coverage.
- In addition, you and your covered spouse/domestic partner are eligible to each earn up to 80,000 Balance Rewards™ points by completing the **365 Get Healthy Here** Healthy Activities during time periods in 2018. See the "Incentive" section in this document for further details.

4. How do I participate?

To complete your health questionnaire, call your health plan Care Coordinator for complete details (the number located on your medical ID card). To complete Healthy Activities, visit

www.walgreens.com/teammember365 on your computer, tablet, or smartphone for all the information you need to participate. You'll earn 10,000 Balance Rewards points just for registering.

5. Can I choose not to complete the health questionnaire and healthy activities?

Yes. Participation is completely voluntary, however, if you choose not to participate, you will lose out on the HRA/HSA money and Balance Rewards points.

6. What happens to my health questionnaire results? Are they kept confidential?

Yes. In keeping with federal law, your individual health information may only be shared with other entities involved in administering your health benefits and must comply with the HIPAA privacy regulations. Your privacy is important. That's why we are working with your health plan to deliver this program. It is always our goal to ensure any personal health information you share is kept completely private and confidential.

7. Who is 365 Get Healthy Here?

In 2018, Walgreens brought wellness home, to our very own platform at walgreens.com/teammember365 website. For any questions regarding this program, you can call Customer Support Center at 877-227-3395.

8. How much money will I earn in my HRA/HSA by completing the health Questionnaire?

Coverage	Health Reimbursement Amount
Employee Only	\$150
Employee & Spouse/Domestic Partner	\$300
Employee & Child(ren)*	\$300
Employee, Spouse/Domestic Partner & Child(ren)*	\$300

**Covered child(ren) are not required to complete the health questionnaire.*

9. Do my spouse/domestic partner and I both need to complete the health questionnaire to get the full HRA/HSA amount?

Yes. If you have coverage that includes your spouse (Employee & Spouse or Employee, Spouse & Child(ren) coverage), your spouse/domestic partner also needs to complete the health questionnaire to receive the maximum amount. If only one of you completes the health questionnaire, you will receive only half the amount. Please note, you cannot use your HSA funds to pay for your domestic partner's health expenses, unless you claim your partner as a federal tax dependent. You should seek tax guidance from a tax consultant on matters related to tax dependency of domestic partners.

10. When will I receive the HRA/HSA funds?

If you've completed your health questionnaire before October 31st, 2018, it generally takes 4 to 6 weeks for funds to be deposited. HRA funds can be applied retroactively to January 1, 2018, or when you became covered under the medical plan to cover any eligible* expenses. When your HSA account is open and funds deposited, you may use the funds to pay for eligible expenses incurred on or after the date your account was opened. You may use your HSA funds to pay for healthcare services including dental and vision care, equipment, or medications as defined under Section 213(d) of the Internal Revenue Code. It may take up to six weeks for health questionnaire funds to be deposited into your HRA/HSA account. Any unused HRA dollars will roll over each year, with continuous enrollment in a medical, dental or vision plan, up to \$3000. The money in

an HSA account carries over from year to year. Best of all, your HSA balance is yours to keep even if you change health plans, jobs or retire.

11. How will I receive my HRA funds?

You will receive your funds on your HRA debit card. Just swipe your card when you're ready to pay for qualified medical expenses, and the funds will be taken directly from your account. Just make sure you have enough money in your HRA to cover the expense. If you prefer, you can pay for your expenses up front and submit a claim to pay yourself back. For more information, call the Benefits Support Center at 1-855-564-6153.

12. How will I receive my HSA funds?

You will receive the funds deposited into your Health Savings Account (HSA), once your HSA account is opened. Optum Bank will send you a debit card. Swipe your card when you're ready to pay for qualified medical expenses, and the funds will be taken directly from your account. Note that you must have money in your HSA to cover the expenses for which you are using the debit card. For more information call Optum Bank at 866-234-8913 or visit www.optumbank.com.

Registration on Walgreens.com/teammember365

13. How do I register on walgreens.com/teammember365?

To register on the site:

- Enter your own first name and last name
- Enter the Employee ID of the team member (the primary cardholder for the health plan)
- For the spouse/domestic partner, you must enter the employee ID of the team member who is the primary cardholder for the medical plan.
- If you are both Walgreens team members and covered under the same medical plan, enter the EEID of the team member who is the primary cardholder for the medical plan.

14. How do I find my Employee ID?

- For Walgreens team members, your employee ID can be found on your paycheck. You can also visit StoreNet, Walnut or employee.walgreens.com. You will need to authenticate. Then, under "About Me," select "Payroll." Click on "payroll check stub." The employee ID will be located under "General Information."
- For Healthcare Clinic team members, you'll need your WAG ID. You can visit Ceridian Self Service at <https://sss2.ceridian.com/tchshris> and under Personal Information click on View WAG ID. The WAG ID is 10 digits, add leading 0's. (Example ID: 123456, enter as: 0000123456).
- For Cobra/Retirees (pre-65, non-Medicare), enter your previous Walgreens Employee ID number or call Customer Support at 877-227-3395 to receive a registration ID number.

Incentives

15. How many Balance Rewards points can I earn and when can I earn?

You can earn a variety of points for each healthy activity you complete, up to a maximum of 80,000 points during 2018. Balance Reward points will be distributed in real-time throughout 2018.

16. How do I find my Balance Rewards number?

- Balance Rewards Card: Locate your Balance Rewards account number on your Balance Rewards™ card. There will be a series of numbers (starting with a 712 or 714) next to the bar code.
- Balance Rewards Account Online: Log on to www.walgreens.com and sign in to your Walgreens.com account. Next, enter your username and password. This will take you to your account home page (under Balance Rewards™), and your member number will be displayed.
- Balance Rewards Customer Service: Call Balance Rewards™ Customer Service at (855) 225-0400.

17. What if I have multiple Balance Rewards account numbers?

You'll need to select one account number to earn your points. This will be the account the points will be deposited into. We cannot reverse the deposit of points from one card to another, so, it's important that the correct Balance Rewards account number is entered.

18. Do I have to pay tax on the Balance Rewards points?

Yes, per the requirements of the Internal Revenue Service (IRS). When completing Healthy Activities, you are responsible for paying tax on the value of the points you earn. Each 10,000 points that you earn is taxed at the value of \$10. To opt-out, do not complete the Healthy Activities and you will not earn Balance Rewards points and or be taxed on them.

19. Is my covered spouse/domestic partner also eligible for the 80,000 Balance Rewards points?

Yes. You are eligible to each earn 80,000 Balance Rewards points—for a total of 160,000 points for the two of you. However, both you and your spouse must EACH complete activities totaling this amount during each of the two time periods.

20. What if I do not receive the points on my Balance Rewards card?

Please call the 365 Get Healthy Here Customer Support Center at 877-227-3395.