



Reasonable Alternative Information

Introduction

- The Reasonable Alternative (RA) is already available for the Coralisle Group Ltd. eligible population
- It is a type of limited participation program to provide members with an alternative way to continue to earn points in the event that it is unreasonably difficult or inadvisable for a member to participate in Virgin Pulse
- The purpose of the RA is to allow medical exemptions, i.e. an accommodation, and for the CG Zest Wellness team, it is important to promote and increase awareness about because the RA is an action to acknowledge health equity, also touching on the social determinants of health
 - The medical exemptions pertain to members who are unable to achieve ideal targets due to a current or chronic medical condition, or unable to take measurements and/or track physical activity because of a disability
- Content from Virgin Pulse webpages: [link 1](#) (What is the Reasonable Alternative program?), [link 2](#) (How to get the Reasonable Alternative reward for an activity), including: *"At Virgin Pulse, we recognize that there's more than one path to wellbeing. If you have a medical condition, disability, or situational barrier that makes it difficult for you to fully participate in the program, we're here to help. We offer resources and support to provide everyone with equal access to the program and its benefits, ensuring that everyone has the opportunity to reach their goals"*

Member Utilization

- There are two [2] forms associated with the RA
- Members can submit their Short-term or Long-term RA form via the link on the support page (using the hyperlink for the 'send us an e-mail' text found underneath the Reasonable Alternative banner on the Rewards Page), or by e-mailing the Virgin Pulse Member Services team (support@virginpulse.com)

Shown under the Virgin Pulse Home tab, then the Rewards page.

REASONABLE ALTERNATIVE:

Not sure if you can fully participate in this program because of a disability or medical condition? You may be eligible for alternative ways to participate. For more information, check out our [Support page answers](#) or send us an e-mail!

- Members do not need to fill out both forms at the same time - only the one that fits their circumstance
- Short-term is for members in an acute situation where they need temporary support (i.e., pregnancy, routine injury, illness). They will need to provide a start/end date on the form you attached and then have their physician sign off on it prior to submitting. Thus, the short-term is something that is not a more permanent situation, or something that is less than 1 year of time. It could be something someone could be an 'end' date

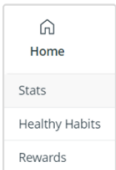


- For long-term circumstances (i.e., disability, chronic condition, etc.), there is not end date and the member would be supported by that RA until the end of their eligibility with Virgin Pulse, thus termination with their current employer
- Once submitted, the respective member does not receive an e-mail with instructions on how to complete their activities, and instead, they simply are able to complete their activities as per usual, to get that reward. The reward is automatically configured and processed for the member
 - From the time a member submits an RA form, it takes about 5-7 business days for Virgin Pulse to configure and process. The member can check by manually logging their activity and seeing the 140 points automatically populate for them

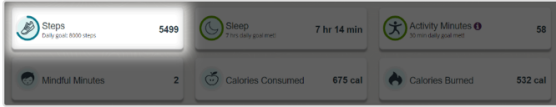
Once the RA is applied to the member account, a member receives the daily reward maximum of 140 points [per day] by entering any activity on the platform (Steps or Activity Minutes), the activity can be manually entered on the Stats page, but it can also be tracked with a supported activity tracking device or app. The minimum value required to earn the highest Activity reward is 1.

To enter your activity on the Stats page, follow these steps:

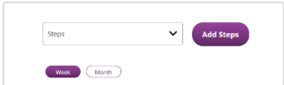
1. Log into your account on the Virgin Pulse member website.
2. Hover over **Home** in the top navigation menu. In the drop-down menu that appears, select **Stats**.



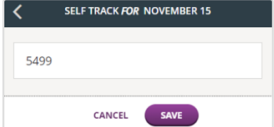
3. Locate the **Steps** chart.



4. Click on the **Add Steps** button.



5. A small pop-up window will appear:



If you'd like to enter an activity for a past date, up to 14 days back, use the arrows to navigate to that date.

6. Click on the **Save** button.
7. The pop-up will close, and your activity will be saved and populated in the **Steps** chart.



Short-Term Limited Participation Form

Dear Member:

Virgin Pulse, Inc. has provided this Short-Term Limited Participation Form to provide you with an alternative way to continue to earn points in the event that you have or are affected by a short-term condition that makes it unreasonably difficult or inadvisable for you to participate in the Virgin Pulse Program (a "**Condition**"). Your Sponsor's (e.g., your employer.) benefits policy may allow you to continue to earn points during the limited period that you are affected by such a Condition. To continue to earn points during the limited period of time that you are affected by such a Condition, please complete this Short-Term Limited Participation Form and return it to the Virgin Pulse Member Service Department.

Virgin Pulse Member Name: _____

Email address associated with Virgin Pulse Account: _____

Date of Birth: _____ **Sponsor Name:** _____

Condition Start Date: _____ **Condition End Date:** _____

By signing this Short-Term Limited Participation Form, the Member identified above hereby certifies, acknowledges and agrees that he/she:

- (1) Has read and understands their Sponsor's benefits policy, and in particular those provisions of their Sponsor's benefits policy that govern the continued earning of points while restricted or limited by a Condition;
- (2) Is affected by a Condition that is allowed in their Sponsor's benefits policy and that limits his/her ability to participate in the Virgin Pulse Program;
- (3) Expressly authorizes Virgin Pulse to disclose certain of his/her personally identifiable information (i.e., name and date of birth) to their Sponsor for the sole and limited purpose of facilitating such Sponsor's management and administration of their applicable benefits program and/or policies, unless and until such time as this authorization is expressly revoked in writing by such Member or his/her authorized representative;
- (4) Understands and acknowledges that he/she will be: (a) responsible for manually entering his/her physical activity in the member portal and based on such entered physical activity will be eligible to earn up to a maximum of one hundred and forty (140) points per day; and (b) able to continue to earn the standard amount of points related to any biometric measurements, such as through the Health Station, if made available by the Sponsor and as further defined by such Sponsor's existing policies or Virgin Pulse Program; and
- (5) Understands that this Short-Term Limited Participation Form is not to be used for long-term or chronic disabilities that limit your participation in the Virgin Pulse Program, or if you have a medical condition that makes it unreasonably difficult (or medically inadvisable to attempt) to achieve a standard for earning points; and, if a Member is affected by such a disability, he/she should contact the Virgin Pulse Contact Center, and Virgin Pulse will work with the Member to develop an alternative way of earning points.

Signed: _____

Dated: _____

Return Completed Form To: **Secure Fax:** 1-888-501-6442
Mail: Virgin Pulse
75 Fountain St, Providence, RI 02902



Physician Verification Form

Virgin Pulse operates a reward-based wellness program called Virgin Pulse. Under the 2014 ACA "Incentives for Non-Discriminatory Wellness Programs in Group Health Plans", self-insured employers must provide a reasonable alternative standard for any employee who has a health condition that makes it unreasonably difficult (or medically inadvisable to attempt) to meet a standard in the Virgin Pulse program. Similarly, under the Americans with Disabilities Act (ADA), self-insured employers are required to provide a reasonable alternative accommodation for disabled persons who are protected by the ADA. By signing this form, you verify that the below named Virgin Pulse participant has a disability or a health condition that makes it unreasonably difficult to meet, or medically inadvisable to attempt to meet, the activity-only standard(s) indicated below.

Virgin Pulse participant/patient name: _____

Member Date of Birth _____

Email address associated with Virgin Pulse Account: _____

Physician name: _____

Physician Address and phone number: _____

My patient, named above, cannot or has been advised not to achieve the following Virgin Pulse standard(s) for medical reasons (please check all that apply):

Physical activity of at least 7,000 steps per day OR 30 minutes of moderate activity OR 20 minutes of vigorous activity.

Physical or mental impairments may include, but are not limited to, mental retardation, emotional illness, epilepsy, muscular dystrophy, multiple sclerosis, an anatomical loss, cancer, heart disease, diabetes, HIV, tuberculosis, drug addiction, or alcoholism.

AND/OR

My patient, named above, cannot participate in the following activities due to a disability that is protected under the Americans with Disabilities Act (please check all that apply):

Blood pressure under 120 systolic and 80 diastolic.

BMI of 18.5 - 25.0.

Body fat within the suggested range for member's age/ gender.

(Males 18-34 yrs; 8% - 22% and 35+ yrs 10%-25%) (Females 18-34 yrs; 20%-35% and 35+ 25%38%)

Physical activity of at least 7,000 steps per day OR 30 minutes of moderate activity OR 20 minutes of vigorous activity.

The ADA protects individuals with a physical or mental impairment that substantially limits one or more major life activities; it does not apply to normal pregnancies or to routine injuries (e.g., broken bones).

Physician Signature: _____

Date: _____

Return completed form to:

Fax: 1-888-501- 6442

Mail: Virgin Pulse, 75 Fountain St, Providence, RI 02902