



## FREQUENTLY ASKED QUESTIONS

ABOUT THE ONLINE  
HEALTH ASSESSMENT  
AND HEALTH  
COACHING



## ABBVIE EMPLOYEES WANT TO KNOW...

AbbVie is committed to investing in programs and benefits that help you improve your health.

You can do your part by actively participating in wellness activities such as health screenings, the health assessment and health coaching. You can improve your overall health and save money too!

see aggregate data. Virgin Pulse will only share personal health information with other health vendor partners as required for program participation, in accordance with the privacy rules of the Health Insurance Portability and Accountability Act (HIPAA).

### **Q. What is AbbVie Vitality?**

**A.** AbbVie Vitality offers programs and services to help you improve or maintain work-life effectiveness, resilience and energy. One of these services is the annual online health assessment.

### **Q. Who is Virgin Pulse?**

**A.** Virgin Pulse is the company administering AbbVie's health assessment and follow-up programs including health coaching. Virgin Pulse is a nationally recognized provider of wellness and health support services.

### **Q. Does Virgin Pulse share information they collect from me with AbbVie?**

**A.** The information that Virgin Pulse collects from employees through health assessments, health coaching and other programs is completely confidential and is not shared with AbbVie. Virgin Pulse may provide AbbVie with periodic summary reports that help track overall usage and general trends, but AbbVie will only

## ONLINE HEALTH ASSESSMENT

### Q. What is the online health assessment?

**A.** The health assessment is an important tool for increasing your awareness. Provided through Virgin Pulse, a nationally recognized health and wellness vendor, the health assessment helps you evaluate your current health risks and identify appropriate action that can improve your well being. Virgin Pulse also provides other related programs, including challenges, health coaching and a broad array of online resources.

### Q. How does the health assessment work?

**A.** The health assessment is a confidential online tool that gives you a snapshot of your health strengths and areas for improvement. This knowledge gives you the power – and perhaps the motivation – to work toward specific health goals, such as losing weight or reducing high blood pressure or cholesterol.

### Q. How do I take the health assessment?

**A.** If you are connected to the AbbVie network, you can access the site through single sign-on at Go/AbbvieVitality. If you are currently outside the AbbVie firewall, go to [Join.VirginPulse.com/AbbVie](http://Join.VirginPulse.com/AbbVie), create an account and take the health assessment.

### Q. What does my spouse/partner need to take the assessment?

**A.** If your spouse/partner is covered under your AbbVie medical option, he or she can take the health assessment.

### Q. What information will I need to have before completing the health assessment?

**A.** To get the most out of your health assessment, you are encouraged to also include the following health numbers:

- Blood glucose
- Blood pressure
- Waist circumference
- Total cholesterol, HDL, LDL, triglycerides

### Q. How can I get my health numbers for the assessment?

**A.** If you have had a physical within the last year, you can contact your doctor for the requested information. It's not necessary to schedule another physical just for the health assessment, but you may choose to schedule an annual physical and request copies of your health numbers. You may also participate in an onsite health screening if they are offered at your location or visit an in-network provider.

**Q. Does AbbVie offer on-site health screenings for employees?**

**A.** AbbVie offers on-site health screenings to AbbVie employees at various CA, IL and MA locations each fall. Visit [apschedule.com/abbvie](https://apschedule.com/abbvie) or call Affiliated Physicians at 866-481-4391 to schedule an appointment through Nov. 16, 2017.

**Q. How long does it take to complete the health assessment?**

**A.** Most people are able to complete the health assessment in about 10 minutes.

**Q. Can children complete the health assessment or receive health coaching?**

**A.** No. The health assessment and health coaching are only available to AbbVie employees and their covered spouses/partners.

**Q. If I am adding my spouse for the first time in 2018 when can she take the health assessment?**

**A.** If you are enrolling for the first time in 2018 or if you did not cover your spouse or domestic partner in 2017 but you add him or her to your 2018 medical coverage, your spouse/domestic partner will be able to take the health assessment between Nov. 9 and Dec. 1, 2017.

## INCENTIVES

**Q. Why is AbbVie offering incentives to employees?**

**A.** AbbVie is offering financial incentives and Vitality points because we believe every employee can benefit from taking a health assessment. In fact, we believe the potential benefits in terms of preventing diseases and enjoying a healthier lifestyle outweigh the cost of the incentives.

**Q. What are the incentives for taking the health assessment?**

**A.** AbbVie employees who complete the health assessment by December 1, 2017 will receive a \$300 reduction (\$25 per month) in their 2018 AbbVie medical employee contributions. If your covered spouse/partner also takes the health assessment, you will receive an additional \$300 reduction (\$25 per month), for a total of reduction of \$600 (\$50 per month). The medical contribution incentive is not applicable to U.S. inpatients.

In addition to the medical premium credit, employees and their covered spouse/domestic partner will receive My Vitality Points for completing the health assessment.

**Q. Do I get the incentive if I waived AbbVie medical coverage?**

**A.** No. Only employees and spouses/partners enrolled in an AbbVie medical option can receive the contribution reductions.

**Q. Do I need to take the health assessment every year?**

**A.** Yes. You should take the health assessment every year.

**Q. Do I need to take the health assessment by a specific date?**

**A.** To receive the reduction in 2018 employee contributions for AbbVie medical coverage, you (and your spouse/partner, if applicable) must have completed the health assessment by Dec. 1, 2017. Employees or spouses/partners who missed the Dec. 1, 2017 deadline can still complete a health assessment, but will not receive reductions in their 2018 AbbVie medical employee contributions.

**Q. Can my spouse take the health assessment if I'm not covering her under the AbbVie medical plan?**

**A.** No. Only spouses/partners covered by an AbbVie-sponsored medical option are eligible to take the health assessment.

**Q. How does the AbbVie medical contribution reduction work?**

**A.** Your total contribution reduction is applied in equal installments over all pay periods. Your paycheck lists the credit as a separate line item.

**Q. What about employees who join the company mid-year in 2018? Will they still qualify for a reduction in their medical contributions?**

**A.** Yes. New hires will have the opportunity to qualify for a medical contribution reduction by taking a health assessment within 60 days of their first day of work. However, they will not earn the full \$300 or \$600 reduction. Instead, they will receive a pro-rated amount based on the number of pay cycles remaining when they join AbbVie.

**Q. What happens if I take the health assessment and then leave AbbVie in the middle of 2018?**

**A.** If you leave AbbVie mid-year, you will not receive the full \$300 or \$600 reduction in contributions. There will be no AbbVie medical contribution reductions after your termination date. You will not, however, be required to repay any contribution reductions applied before your termination date.

*Benefits and services described herein apply only to those employees and family members eligible for coverage under the individual plans, programs or policies. In case of any conflict or question, the official plan documents or applicable policies, as amended from time to time, will govern. AbbVie reserves the right to change or end its benefit plans or programs at any time.*