AHF | EMPLOYEE ENGAGEMENT

TEAM AHF WELLHUB PROGRAM

Guidelines & Processes

About

Wellhub is an employee wellbeing benefit that brings multiple wellness options together in one platform. Depending on an employee's plan and available options, Wellhub may provide access to fitness locations and classes as well as digital resources supporting areas such as mindfulness, nutrition, sleep, and recovery.

At AHF, Wellhub reflects our core values of Valuing Employees and being Nimble. We value employees by investing in tools that support their whole-person wellbeing and give them meaningful choice in how they care for themselves. We stay nimble by offering a flexible, evolving platform that allows employees to adapt their wellbeing routines as their needs, interests, and circumstances change.

Employees are encouraged to explore Wellhub and identify the resources and activities that work best for them.

Eligibility

- All active AHF employees are eligible to apply for participation in the program.
- Participation is voluntary, and employees should choose wellbeing activities based on their own interests, preferences, and needs.

AHF Employee Coverage

AHF provides all staff with the Wellhub Starter+ plan at no cost to the employee. This gives employees access to the fitness and wellbeing resources included within the Starter+ plan without a monthly employee contribution.

AHF continues to cover the value of the Starter+ plan when an employee selects a higher-tier plan. The Starter+ subsidy is automatically applied to the higher-tier plan, and the price displayed in Wellhub already reflects this contribution. **The employee is responsible for paying the displayed cost of the selected upgrade.**

Wellhub For AHF Employee Family Members

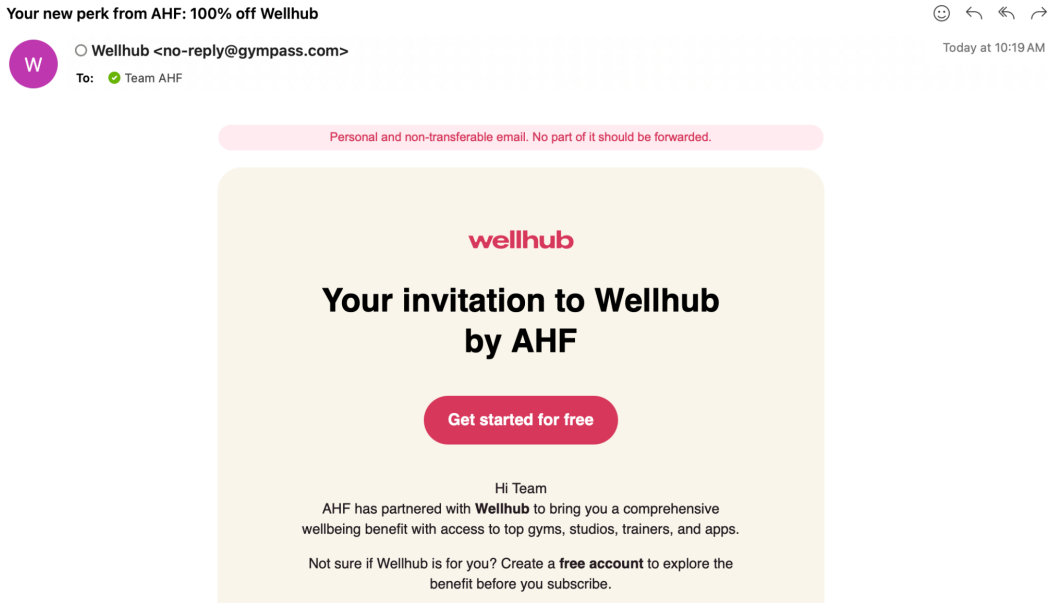
Employees may add up to (3) three family members to their Wellhub account. Family members do not receive access to the AHF employee discounted pricing and are responsible for the full cost of their selected plan.

How Wellhub Works

Employees can explore Wellhub through the following general process:

Step 1: Get Started

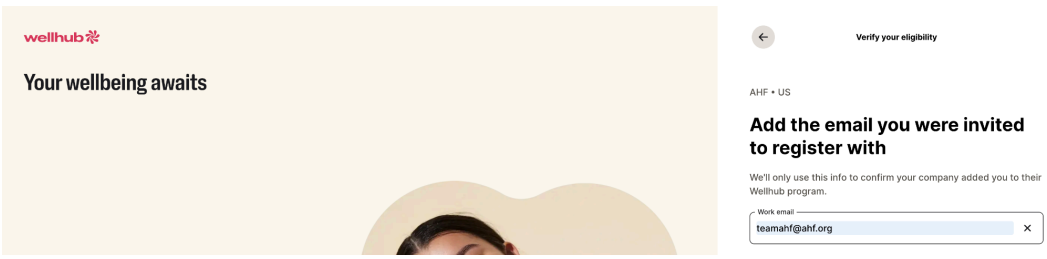
- New employees will receive an invitation from Wellhub to sign up for their account within two weeks of starting at AHF.



- Existing employees can visit the [Wellhub sign-up page] directly and enter their AHF email address to get started.

  Employees then confirm their employer information and create or access their Wellhub account.





  If employees have any issues verifying their eligibility, they should contact TeamAHF@ahf.org for support.

Step 2: Access Your Plan and Explore Options

All AHF staff receive access to the Wellhub Starter+ plan at no cost. **After confirming eligibility in Step 1, employees will need to download the Wellhub app to select their plan and begin using the benefit.**

Once the app is installed, employees can explore the gyms, studios, classes, apps, and wellbeing resources included with Starter+ while also reviewing additional participating locations, digital wellbeing resources, and other Wellhub plan options available to them.

Employees can remain on the AHF-provided Starter+ plan at no cost or voluntarily elect a higher-tier Wellhub plan. If an employee chooses to upgrade, AHF continues to cover the value of the Starter+ plan, and the employee pays the additional cost for the higher-tier plan.

Step 3: Start Using Wellhub

After selecting a plan, employees can use the Wellhub app to access eligible gyms, studios, classes, activities, and digital wellbeing resources, following the instructions provided within the platform.

TeamAHF Wellhub Challenges

The Employee Engagement team will regularly launch Wellhub Challenges to help encourage participation, build healthy habits, and support employee wellbeing in a fun and accessible way.

Employees can find current and upcoming Wellhub Challenges directly in the Wellhub app. In addition, challenge announcements and reminders will be shared through company-wide email communications and posted on TeamAHF.life so all staff can easily participate.

How to Join a TeamAHF Wellhub Challenge

1. In the Wellhub app, go to the Profile tab, scroll down to the Challenges section, and tap the one you want to join.
2. Read the rules and how the points system works.
3. Tap Join challenge.
4. Track your progress and check the leaderboard on the Challenges section in the app.

On your first time joining or asking to join a challenge, the app will ask permission to share health data from your phone (Apple Health or Google Fit) to track your steps.

Technical or Account Issues

- Employees experiencing login, billing, subscription, or technical issues should use the Wellhub Help Center webpage to access resources and customer service.
- Employees that need help setting up their account should reach out to TeamAHF@ahf.org

Common Questions

Is Wellhub free for AHF employees?

- **Yes. AHF provides all staff with the Wellhub Starter+ plan at no cost.** Employees can use the fitness and wellbeing resources included with Starter+ without paying a monthly employee contribution for the plan.

Is Wellhub just for gyms?

- **No.** Wellhub is broader than a traditional gym benefit and may include fitness plus other wellbeing resources such as mindfulness, nutrition, sleep, and digital wellness tools.

Which gyms can I use?

- Participating locations depend on your location and plan. Check the Wellhub app for the most current options available through Starter+ and the other available plan tiers.

What if the gym or studio I want isn't on Wellhub?

- Wellhub is always looking to expand its network of participating gyms, studios, and wellness providers. If a location you're interested in isn't currently available, there is a way for Wellhub users to submit a business for consideration to join the platform.*

*Submitting a business does not guarantee it will be added to Wellhub, but Wellhub will make an effort to review the request and contact the gym or studio to explore whether they are interested in joining the network.

How to refer a partner to Wellhub?

- To refer a gym, personal trainer, studio or wellbeing service, follow these steps:
    1. Log in to the app and go to User Profile.
    2. Select the Settings gear icon, and then User Account.
    3. Scroll down to Support and tap on Refer partner.
    4. Fill out the form with the necessary information for the referral.

Program Oversight

The Wellhub Program is administered by AHF and the AHF employee engagement team.

Program guidelines, eligibility requirements, and participation rules may be modified at any time based on organizational priorities, participation levels, and budget considerations.

Questions & Support

For questions or planning support, please contact the Employee Engagement team via email at TeamAHF@ahf.org