



BENEFITS@PLAY PROGRAM OVERVIEW

Benefits@Play is a healthy incentive program offered through our benefit partner, Castlight, designed to reward you and eligible spouses/domestic partners for healthy behaviors!

ELIGIBILITY, ENROLLMENT, & EARNING

Who is eligible?

All full-time, temporary, and intern employees are eligible to participate. If your spouse or domestic partner is covered under our medical, dental, and/or vision plans, they are also eligible.

Note: Rewards for participating in the Benefits@Play program are available to all eligible employees. If you think you might be unable to meet a standard for a reward under this program, you might qualify for an opportunity to earn the same reward by different means. Email benefits@activisionblizzard.com to obtain a Physician Verification Form for your physician to complete.

How do I enroll?

If you are new to Castlight, you will **earn 250 points** just for signing up when you download the Castlight app on your smartphone ([iPhone/Android](#)) or on the [web](#)!

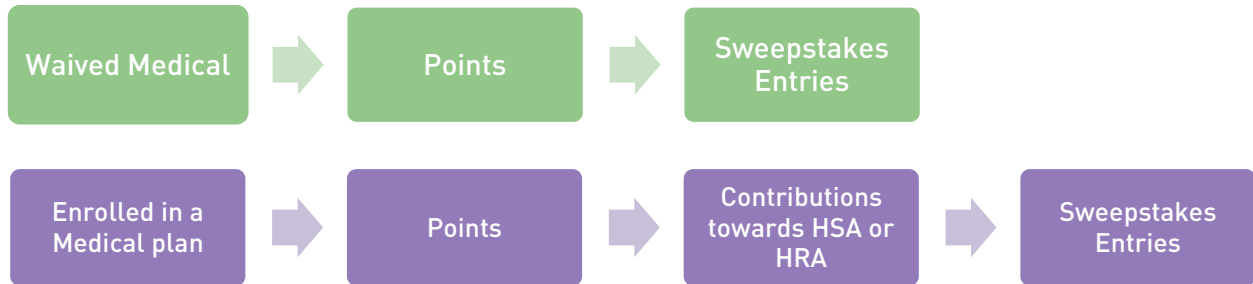
1. Register your account (do not use SSO) by providing your name, birthdate, and employee ID. You can find your employee ID in Workday by clicking on your profile picture in the top right corner (you must be on the company network to open Workday). If you run into any issues enrolling, Castlight Support can help! You can reach them via chat on the log-in screen, by email via support@Castlighthealth.com or by calling (866)-970-2289.
2. On your mobile device, make sure you enable push notifications from Castlight so that you can get important information from Castlight.

How do I invite my Spouse/Domestic Partner to enroll?

If your spouse or domestic partner is covered under our medical, dental, and/or vision plans, they are eligible to participate. They should register following the same enrollment instructions above. Their “employee ID” is your ID + “S” (ex. 123456S). You can also invite them to participate by opening the app, clicking the top left menu button, then clicking on Invite Others.

What will I earn?

Eligible participants will earn points in Castlight, however these points convert to different rewards depending on medical plan enrollment.



If I'm enrolled in a medical plan, how much can I earn?

Earnings are based on your medical plan enrollment shown in the chart below.

- If enrolled in the Health Savings Account (HSA), contributions will be deposited to your account.
 - Keep in mind that these dollars will also count towards the annual IRS maximum. You can submit an HSA change in Workday at any time if you will exceed the annual limit.
- If not enrolled in the HSA, a Health Reimbursement Account (HRA) will be opened automatically, and contributions will be deposited to that account.
- Both types of accounts are available through [Health Equity](#). Note: Flexible Spending Account (FSA) are not eligible to be contributed to.

Medical Plan	Coverage Tier	Employee	Spouse/DP	Total Dollars
CDHP	Employee Only	\$1,000	N/A	\$1,000
	EE + Spouse/DP	\$1,000	\$1,000	\$2,000
	EE + Children	\$2,000	N/A	\$2,000
	EE + Family	\$1,000	\$1,000	\$2,000
PPO 500 In-Network Centivo Kaiser	Employee Only	\$500	N/A	\$500
	EE + Spouse/DP	\$500	\$500	\$1,000
	EE + Children	\$1,000	N/A	\$1,000
	EE + Family	\$500	\$500	\$1,000

Benefits@Play Redemption Table (in milestones)

See the chart below to determine when contributions will be deposited to your HSA or HRA account. Deposits vary based on your maximum earning limit.

Individual Earnings Limit (in dollars/points)	Milestone Value	Deposit Increments
\$500 / 5,000 points	500 points	\$50
\$1,000 / 10,000 points	1,000 points	\$100
\$2,000 / 20,000 points	2,000 points	\$200

If I'm not enrolled in a medical plan, or I've met my HSA/HRA contribution limit, how do sweepstakes work?

Points will allow you to enter sweepstakes on a monthly basis. Every 10 points is equivalent to 1 sweepstakes entry. There is no maximum for point earning or entries per sweepstakes.

Sweepstakes prizes consist of gift cards from a variety of vendors, which can have values over \$100 dollars!

HOW TO EARN POINTS

Program	Action	Points	Frequency	Eligibility
Welcome Points	Download the app	250	Once per lifetime	All users
Get Active	3,000 Steps	5	Daily	All users
	5,000 Steps	10	Daily	
	7,000 Steps	15	Daily	
	10,000 Steps	25	Daily	
	15,000 Steps	40	Daily	
Sleep Well	Track 2 or more hours per night	5	Daily	All users
Eat Smart	Track 800 or more calories per day	10	Daily	All users
Healthy Habits	Log healthy habits (meditate, stretch, read, eat fruit, feel grateful, etc.)	5 each	Daily	All users
Health Assessment	Take the health assessment	250	Yearly	All users
Gympass	Learn about Gympass	10	Yearly	Users with active Gympass plans
	Link your account	10	One-time	
	Visit a gym or studio	50	Daily	
	Complete 3-day streak	10	Daily	
Spring Health	Learn about Spring Health	10	Yearly	All users
	Register your account	50	One-time	
	Complete an assessment	40	Monthly	
	Complete a Moments exercise (new for 2024)	10	Weekly	
Total Brain	Learn about Total Brain	10	Yearly	All users
	Take a brain health assessment	500*	Once per lifetime	
	Retake a brain health assessment	200*	Monthly	
	Complete 1 brain exercise	10	Daily	
	Complete a total of 3 brain exercises	30	Daily	
Newtopia	Learn about Newtopia	10	Yearly	Users deemed eligible by Newtopia
	Complete a welcome call	50	Once per lifetime	
	Complete coaching calls	50	Weekly	
	Track your weight	10	Daily	
Ovia Parenting	Track your milestones	10	Daily	All users
Ovia Pregnancy	Track your pregnancy	10	Daily	All users
Ovia Health	Track your health	10	Daily	All users
My Secure Advantage	Learn about MSA	10	Yearly	All users
	Take the financial assessment	100	Yearly	
	Complete coaching calls	50	Weekly	
	Check your progress	50*	Monthly	

*New point value for 2024

Get Active

Earn points every day for logging steps with an activity tracker app (Apple Health, Fatsecret, Fitbit, Garmin, GoogleFit, MyFitnessPal, Samsung Health, WHOOP, Withings). **If you sync with Apple Health or Samsung Health, you'll earn points for other activities as well, such as swimming, biking, and yoga.** You must sync your steps to your tracker and then with Castlight, within 30 days for them to count.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, link your tracker app to Castlight: Open the app or website and go to *Benefits > Get Active > Add or Manage Trackers* > select the "+" and the tracking app you want to use. Once added, make sure the tracker app is turned to "On" (indicated by the green check mark) within the *Linked Services*. Trackers and their associated apps sync at different times depending on their manufacturer. If you are having any issues linking your tracker, please email support@Castlighthealth.com or call (866)-970-2289.
- **Earning:** Once you have synced your selected tracker your points should appear at regular intervals throughout the day. If you would like to sync your tracker manually, log into the Castlight website or app and locate *Get Active*. You will see an option to *Sync Now*, or you can use the *Manage Trackers* option. Points should appear instantly once properly synced; if you are missing points after syncing, please email support@Castlighthealth.com or call (866)-970-2289.

Sleep Well

Earn points every day for tracking your sleep with a sleep tracker app (Apple Health, Fatsecret, Fitbit, Garmin, GoogleFit, MyFitnessPal, Samsung Health, WHOOP, Withings). You can manually record your night's sleep within 3 days **or** sync your sleep tracker with Castlight to earn points within 30 days. You must record at least 2 continuous hours of sleep each night.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, link your tracker app to Castlight: Open the app or website and go to *Benefits > Sleep Well > Manage Trackers* > select the "+" and the tracking app you want to use. Once added, make sure the tracker app is turned to "On" (indicated by the green check mark) within the *Linked Services*. Trackers and their associated apps sync at different times depending on their manufacturer. If you are having any issues linking your tracker, please email support@Castlighthealth.com or call (866)-970-2289.
- **Earning:** Once you have synced your selected tracker your points should appear at regular intervals throughout the day. If you would like to sync your tracker manually, log into the Castlight website or app and locate *Sleep Well*. You will see an option to *Sync Now*, or you can use the *Manage Trackers* option. Points should appear instantly once properly synced; if you are missing points after syncing, please email support@Castlighthealth.com or call (866)-970-2289.

Eat Smart

Earn points every day for logging what you eat in a food tracking app (Apple Health, Fatsecret, Fitbit, Garmin, GoogleFit, MyFitnessPal, Samsung Health, WHOOP, Withings). You must record what you eat and sync with Castlight within 30 days to earn points. Each recording must include a minimum of 800 calories.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, link your tracker app to Castlight: Open the app or website and go

to *Benefits* > *Eat Smart* > *Manage Trackers* > select the “+” and the tracking app you want to use. Once added, make sure the tracker app is turned to “On” (indicated by the green check mark) within the *Linked Services*. Trackers and their associated apps sync at different times depending on their manufacturer. If you are having any issues linking your tracker, please email support@Castlighthealth.com or call (866)-970-2289.

- **Earning:** Once you have synced your selected tracker your points should appear at regular intervals throughout the day. If you would like to sync your tracker manually, log into the Castlight website or app and locate *Eat Smart*. You will see an option to *Sync Now*, or you can use the *Manage Trackers* option. Points should appear instantly once properly synced; if you are missing points after syncing, please email support@Castlighthealth.com or call (866)-970-2289.

Healthy Habits

Earn points every day for logging healthy habits. Choose from a list of habits like meditate, breathe, read, practice gratitude, and more! Anchor the healthy habits into your schedule to build behavior and log for 7 days. You can choose up to 2 habits to practice at a time.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To get started, log into the Castlight website or app and locate *Healthy Habits* on the Home screen under *Your Activities*.
- **Earning:** Once you’ve anchored up to 2 habits, points should appear instantly after logging your healthy habit each day.

Gympass

You must be enrolled in a Gympass membership to be able to participate. You must check-in on the Gympass app when you arrive at the gym or studio you wish to visit to get credit for your visit. You can choose from several membership plans with Gympass.

- **Eligibility:** All Castlight users enrolled in a Gympass plan are eligible.
- **Enrollment:** To enroll, open Gympass from Castlight, create a password or download the app, and use your work email to sign up. If you have an eligible spouse/domestic partner, they should open Gympass from their own Castlight account and create a password to sign up. Signing up does not automatically enroll you in a Gympass plan, it simply allows you to view the available plans and in-network gyms and studios. To complete enrollment, you must select a plan and enter your payment information.
- **Earning:** You must check-in on the Gympass app when you arrive at the gym or studio you wish to visit to get credit for your visit. Points for Gympass visits are synced with Castlight once daily on weekdays, but it still may take up to 24 hours to see your points. Points are not synced on the weekend, you will see weekend points synced on the Monday following your visit. If you do not see your check-in within the Gympass app, please contact activisionblizzard@gympass.com to have them update your account, If you are missing points for a check-in, please contact Castlight Support by emailing support@Castlighthealth.com or calling (866)-970-2289.

Spring Health

Spring Health provides personalized mental health including therapy, digital in-app exercises, coaching, and more. Earn points by registering and taking an assessment.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, complete the steps in the Spring Health program actions within Castlight to download the app and register.
- **Earning:** Points are awarded instantly after learning about Spring Health, registering, completing a Moments exercise, and taking an assessment. If you are missing points, please email support@Castlighthealth.com or call (866)-970-2289.

Total Brain

Earn points every day for completing brain games (3 games max per day) within the Total Brain app. Total Brain offers over 35 exercises designed to increase positivity and improve focus and memory.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, complete the steps in the Total Brain program actions within Castlight to download the app and create and link your account.
- **Earning:** Points are awarded instantly after completing a brain game or assessment in the Total Brain app. If you are missing points, please email support@Castlighthealth.com or call (866)-970-2289.

Newtopia

Newtopia is designed to help people who are at risk of developing diseases related to obesity (this can include type 2 diabetes, heart disease, and stroke). Newtopia focuses on chronic disease prevention through weight loss and lifestyle improvement.

- **Eligibility:** Castlight users who meet the eligibility test requirements are eligible.
- **Enrollment:** To enroll, complete the steps in the Newtopia program actions within Castlight to download the app and create and link your account.
- **Earning:** You must be actively enrolled in a Newtopia program to receive points for coaching and tracking weight. If you are missing points, please email support@Castlighthealth.com or call (866)-970-2289.

Ovia Parenting

Ovia Parenting offers parents support when returning to work with a new baby at home. Moms and Dads can learn about postpartum health, gain insight into child development, track their child's growth, celebrate milestones, read personalized daily content and expert tips, post anonymous questions in the community, and securely share memorable moments with family and friends.

- **Eligibility:** All Castlight users are eligible.
- **Enrollment:** To enroll, complete the steps in the Parenting program actions within Castlight to download the app, and create and link your account.
- **Earning:** Earn points for tracking your child's milestones daily!

Ovia Pregnancy

Ovia Pregnancy is a smart pregnancy tracker that takes a high-tech, personalized approach to tracking your pregnancy and baby's development and goes beyond traditional apps. Get immediate feedback on your progress as you track your weight, sleep, symptoms, and more. Ovia uses data science and your daily information to deliver personalized plans, milestones, and immediate alerts for health risks

- **Eligibility:** All Castlight users are eligible
- **Enrollment:** To enroll, complete the steps in the Pregnancy program actions within Castlight to download the app, and create and link your account.
- **Earning:** Earn points for tracking your pregnancy daily!

Ovia Health

Ovia offers support for overall reproductive health, including pre-conception, looking to conceive, to conception and perimenopause/menopause. Learn more about your reproductive health and fertility, read expert research and tips, and talk to a health coach for advice and support every step of the way.

- **Eligibility:** All female Castlight users are eligible
- **Enrollment:** To enroll, complete the steps in the Ovia program actions within Castlight to download the app, and create and link your account.
- **Earning:** You can earn points for tracking.

My Secure Advantage

My Secure Advantage (MSA) offers users access to 90 days of complimentary personalized money coaching for guidance on any financial topic, goal, or challenge. Users who don't need financial coaching can still take advantage of their online financial tools like credit reports and scores, educational videos, advanced financial calculators, identity monitoring, budgeting software, and more!

- **Eligibility:** Available to employees only
- **Enrollment:** To enroll, complete the steps in the My Secure Advantage program actions within Castlight to download the app and create and link your account.
- **Earning:** Earn points for taking the financial assessment, meeting with a coach, and checking your financial progress.

FAQ

How long will it take the HSA/HRA dollars to be added to my account?

It will take roughly one week after your points are automatically redeemed by Castlight when you reach a milestone for the HSA/HRA dollars to be deposited in your account.

How do I view my HSA/HRA account balance?

To view your account balance and submit for reimbursement, login to the [HealthEquity Member Portal](#).

What can I use my HSA/HRA dollars for?

You can use your HSA/HRA dollars for eligible medical expenses as defined by [IRS Publication 502](#).

When will sweepstakes winners be notified and how will they receive their prizes?

Each prize will list the last day to enter in the description in the Castlight app. Winners will be notified within Castlight if they have won!

Will my HSA/HRA deposits be taxed?

No, all HSA and HRA deposits are tax-free.

Will my sweepstakes rewards be taxed?

Yes, if you win a sweepstake prize, the original MSRP value will be reflected on your W2 as additional earnings.

My points for step/sleep/food tracking doesn't seem accurate. How do I update?

First, make sure you have synced your activity tracker to its tracking app (for example, if you are using a Fitbit, make sure the Fitbit app reflects your most recent step count). Then, try manually syncing within Castlight by opening your Castlight app, locating the program that is missing activity, and selecting *Sync Now*. If that does not resolve the issue, contact Castlight Support by emailing support@Castlighthealth.com or call (866)-970-2289.

How often do I need to sync to ensure my steps are tracked?

You do not need to sync your trackers manually unless you choose to, all supported trackers will transfer your information into Castlight automatically. If you want to sync manually, follow the steps noted above. However, if you notice that an activity is not syncing you must report the issue to Castlight Support within 30 days, in order to get credit.

What smartphone models are compatible with the Castlight app?

See Castlight's [FAQs](#).

How do I update my username and profile?

- Android and web: Navigate to the More button and select "Account Settings". Type in the name you want to appear on the leaderboard.
- iPhone: From the main menu click on "More", then "Review your profile". At the top of the screen, type in the name you want to appear.

ADDITIONAL INFORMATION

Stay Safe

Always consult with your physician before starting any exercise program. If you have a disability that limits your participation in the program, or if you have a medical condition that makes it unreasonably difficult (or medically inadvisable to attempt) to engage in the program, please have your physician complete and submit a Physician Verification Form, which you can obtain by contacting benefits@activisionblizzard.com as you may qualify for an opportunity to earn the

same reward by different means.

Privacy

Castlight is committed to protecting your privacy. Please see our privacy policy at: <https://my.castlighthealth.com/privacy>.

Voluntary

You and/or your spouse/DP's participation in any aspect of the Benefits@Play Program is completely optional and voluntary.

If you have questions about Benefits@Play, please [submit a SupportDesk ticket](#).

If you have technical questions about the Castlight app, please visit the [help center](#) or contact support@Castlighthealth.com