



BENEFITS@PLAY PROGRAM OVERVIEW

Benefits@Play is a healthy incentive program through Castlight, designed to reward you (and eligible spouses/domestic partners) for healthy behaviors! Here's how it works:

- **Download the app and enroll:** Download the Castlight app ([iPhone](#) or [Android](#)) or visit the [website](#) to register (do not use SSO) using your name, birthdate, and employee ID. You can find your employee ID in Workday (you must be on the company network to open Workday). If your spouse or domestic partner is covered on our health plan, they are eligible to participate and help you earn! Their "employee ID" is your ID + S (Ex.59999S). **Note:** if you are a new hire, it will take up to two weeks from completing your benefit elections in Workday or from when your benefits are effective (whichever is later), for you to register in Castlight.
- **Purchase an Activity Tracker:** Newly hired employees get a \$50 fitness tracker incentive voucher on Amazon to redeem in the Product Voucher section. Amounts used toward a new activity tracker are taxable and will be reflected on your W2 as additional earnings in your last paycheck of the year. **Tip:** If you already have a tracker you can hold on to the credit or use it for your eligible spouse/domestic partner.
- **Earn Points:** You immediately earn 250 points for signing up through the Castlight app and can earn more points by participating in a variety of programs to help you improve your health and wellbeing! Check out what you are eligible to earn below.
- **Fill up your HSA/HRA:** Your points earned will convert automatically to HSA or HRA deposits up to certain maximums based on your medical plan enrollment. Check out how much you are eligible to earn below. Every 10 points earned is worth \$1! These deposits are tax-free and can be used toward [eligible medical expenses](#).
- **Enter Sweepstakes:** Once you've met your HSA/HRA contribution limit in Castlight, you can use points to enter Sweepstakes in the Castlight Rewards Center! Rewards are taxable and will be reflected on your W2 as additional earnings in your last paycheck of the year (note: physical prizes will be taxed at the original MSRP value).

ELIGIBILITY, ENROLLMENT, & EARNING

Who is eligible?

All full-time employees are eligible to enroll. Temporary employees that elect our CDHP medical plan are also eligible. If your spouse or domestic partner is covered under our medical plan 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, follow these steps:

1. Download the Castlight app on your smartphone or login on a browser
 - a. [iPhone](#)
 - b. [Android](#)
 - c. [Web](#)
2. Register your account (do not use SSO) by providing your name, birthdate, and employee ID. You can find your employee ID in Workday (you must be on the company network to open Workday). **Note:** if you are a new hire, you will receive an email invite from Castlight within two weeks of completing your benefit elections in Workday or your benefits coverage start date (whichever is later). 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.
3. 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 plan, they are eligible to participate. They should register following the same enrollment instructions above. Their "employee ID" is your ID +S (ex. 599999S). You can find your employee ID in Workday (you must be on the company network to open Workday).

You can also invite them to participate, by opening the app, click on the top left menu button, then click on Invite Others.

How much can I earn?

Earnings are based on your medical plan enrollment as follows:

Medical Plan	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*
PPO500/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
Waive Medical	N/A	N/A	N/A	N/A- Sweepstakes

*This total does not include the automatic annual \$250 seed deposit available to full-time regular employees in the CDHP with an HSA.

Benefits@Play 2023 Redemption Table (in milestones)

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

PROGRAMS & POINTS

What programs are available and how do I earn points?

Details for each program are below:

Program	Action	Points	Frequency	Eligibility
Get Active	3,000 Steps	5	Daily	All users
	5,000 Steps	10	Daily	
	7,000 Steps	15	Daily	
	10,000 Steps	20	Daily	
	15,000 Steps	35		
Sleep Well	> 2 Hours/Night	5	Daily	All users
Eat Smart	> 800 Calories/Day	10	Daily	All users
Healthy Habits	Log healthy habits	5	Daily	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	250	Yearly	
Total Brain	Learn about Total Brain	10	Yearly	All users
	Connect your account	0	One-time	
	Take brain health assessment	250	One-time	
	Play brain games and exercises	30	Daily	
	Retake brain health assessment	100	Monthly	
Newtopia	Learn about Newtopia	10	Yearly	Users deemed eligible by Newtopia
	Check your eligibility	0	One-time	
	Complete a welcome call	50	Yearly	
	Complete coaching calls	50	Weekly, during the program	
	Track your weight	10	Daily	
Healthcare Bluebook	Learn about HCBB	10	Yearly	Users on Collective Health medical plans
	Complete the challenge	500	Yearly	
	Search Bluebook App	10	Monthly	
	Search Bluebook Website	10	Monthly	
Ovia Parenting	Connect your account	0	One-time	All users
	Track your milestones	10	Daily	
Ovia Pregnancy	Create an account	0	One-time	All users
	Track your pregnancy	10	Daily	

Program	Action	Points	Frequency	Eligibility
Ovia Health	Create an account	0	One-time	All users
	Track your Health	10	Daily	
My Secure Advantage	Learn about MSA	10	Yearly	All users
	Connect your account	0	One-time	
	Take the financial assessment	100	Yearly	
	Complete coaching calls	50	Weekly	
	Check your progress	10	Monthly	

Get Active

Earn points every day for logging steps with an activity tracker app (Apple Healthkit, CaloryGuard, Fitbit, Garmin, MyFitnessPal, Mistfit, Samsung Health, and Health Mate). You must sync your steps to your tracker's service (e.g., Fitbit) 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 button) 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 Healthkit, Fitbit, Garmin, Misfit, Samsung Health, and Health Mate). 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 button) 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@Castlighthouse.com or call (866)-970-2289.

Eat Smart

Earn points every day for logging what you eat in a food tracking app (Apple Healthkit, CaloryGuard, FatSecret, Fitbit, and MyFitnessPal). 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 button) 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@Castlighthouse.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@Castlighthouse.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 (your first week is free) 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 and 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, 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 3 brain games 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 3 brain games 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.

Healthcare Bluebook

Healthcare Bluebook allows you to see the Fair Price of a healthcare procedure at different facilities within your zip code (did you know procedures can vary in price by up to 500%?). You can also earn cash for searching for a procedure, and then visiting a Fair Price provider for that procedure (note: spouses/domestic partners and child dependents can also earn- spouses/domestic partners must complete their own search, but you can complete the search for child dependents)! Cash rewards are taxable and will be reflected on your W2 as additional earnings and in your last paycheck of the year.

- **Eligibility:** All Castlight users and their dependents on Collective Health plans are eligible.
- **Enrollment:** Visit the [Healthcare Bluebook website](#) and enter your last name, date of birth, and email or download the app, If you are accessing the HCBB app for the first time, select *My Employer Provides Bluebook* and enter "ATVI" as your company code.
- **Earning:** You can earn points for completing the Healthcare Bluebook Challenge on an annual basis. You can also earn points on a monthly basis for completing a search on the Healthcare Bluebook website or in the Healthcare Bluebook app. You must search for a procedure before the claim is processed to receive a reward for visiting a Green Provider.

Cash rewards are automatically sent when your search is matched to your visit! You must search for a procedure before the claim is processed to receive a reward for visiting a Green Provider. See below for all the procedures you can earn for and how much you can earn for each:

Go Green to Get Green Categories and Rewards

Procedure Name	Cash Reward
Bone Density Scan	\$25
Breast Biopsy (with Stereotactic or Ultrasound Guidance)	\$100
Carpal Tunnel Surgery	\$250
Cataract Surgery	\$150
Cholecystectomy (Laparoscopic)	\$250
Colonoscopy	\$100
Complex Ear Drum Repair (Tympanoplasty)	\$250
CTs	\$100
Diagnostic Mammogram	\$25
Ear Tube Replacement (Tympanostomy)	\$250
Eye Laser Surgery (after Cataract)	\$50
Heart Perfusion Imaging	\$100
Hysteroscopy	\$250
Lithotripsy	\$250
MRIs	\$100
Nasal Passage Widening Surgery (Turbinates Reduction)	\$250
Nasal Septum Repair	\$250

Go Green to Get Green Categories and Rewards CONTINUED...

Procedure Name	Cash Reward
Non-Obstetric Ultrasound	\$50
Obstetric Ultrasound	\$50
Outpatient Elbow, Hip, Knee, or Shoulder Surgery (Arthroscopic)	\$250
Removal of Adenoids	\$250
Repair Finger Tendon	\$250
Screening Mammogram	\$25
Sleep Study	\$100
Tonsillectomy	\$250
Transthoracic Echocardiogram	\$75
Upper GI Endoscopy	\$100

Ovia Parenting

Ovia parenting offers parents support 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.

REWARDS

How do my points convert to dollars and what else can I use my points for?

Every 10 points is worth \$1 until you meet your HSA/HRA redemption maximum (full-time regular employees who have waived medical coverage are immediately able to redeem points for sweepstakes). Points will be automatically redeemed and deposited into your HSA/HRA account on a weekly basis every time you reach a milestone. You have 10 total milestones to reach before you can enter the sweepstakes. See below for the value of each milestone, based on your maximum HSA/HRA earnings amount.

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

Once you are eligible to enter the sweepstakes, your points will be available for use within the Rewards Center in the Castlight app.

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 raffle item will list the last day to enter in the description in the Castlight app. Winners will be notified via email by the Benefits Team if they have won!

Are rewards taxable?

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

OTHER

How do I redeem my activity tracker credit?

You can redeem your activity tracker credit in Castlight from the Home screen.

Will my device credit be taxed?

Yes, you will only be taxed for the full voucher credit that you redeem.

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 contact benefits@activisionblizzard.com

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