

Wellness Benefits

Your health and well-being are important, not only to you and your loved ones, but also to Air Liquide. It's why we offer you a choice of health care plans and a variety of wellness programs. But they can't help if you don't use them.

Take advantage of all the free programs, tools and resources to improve or maintain your health:

Healthy Elements

Active & Fit Direct™

Aetna Concierge Service

Aetna Custom Care Management Program

Aetna Informed Rewards

Air Liquide Advocacy Health Pro

2nd MD

Employee Assistance Program (EAP)

NurseLine

Smoking Cessation

Teladoc®



Wellness Benefits

Be Well



Healthy Elements

Chief among Air Liquide's many programs and services to help you get well and stay well is our **wellness program**. The cornerstone of Healthy Elements is the completion of a biometric screening and online health assessment for which you earn a financial incentive. These activities are incentivized because they're designed to help you evaluate and understand your health risks, so you can make healthy choices and proactively obtain the care you need.

2022 Healthy Elements Incentives

| Your Medical Plan | Your Incentive | How to Get Yours |
|---|---|---|
| Choice Value Plan or Choice Savings Plan | \$250 (individual); \$500 (family) | Receive the Wellness Contribution to your HSA when you (or you and your spouse or domestic partner, if he or she is enrolled in the plan) complete your Healthy Elements biometric screening and online health assessment |
| Standard PPO, Select ACO, Kaiser HMO or no Air Liquide medical plan | \$250 (employee) | Receive your incentive as a taxable cash payment when you complete your Healthy Elements biometric screening and online health assessment |

Remember!

Wellness Contributions to your HSA count toward the annual IRS limits for 2022:

- **\$3,650** (individual)
- **\$7,300** (family)

Not Enrolled in Air Liquide Medical Coverage?

You can still receive a \$250 taxable cash payment when you complete the Healthy Elements activities. That's because a biometric screening and online health assessment can give you a picture of your overall health, so you can take steps now to prevent or treat a chronic condition, such as high blood pressure. And they can help you identify factors and lifestyle behaviors that might be putting your health at risk.

Be Sure to Get Your Healthy Elements Wellness Incentive

Earn your wellness incentive by completing your online health assessment and biometric screening. You can also participate in wellness challenges to earn Above and Beyond points. Visit the Air Liquide Healthy Elements Wellness Portal at **www.assethealth.com/airliquide** for information on wellness challenges, scheduling your biometric screening and taking the online health assessment.

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Active & Fit Direct™

The Active & Fit Direct gym membership program provides access to participating fitness centers across the country for \$25 a month. View more details at www.perksatwork.com.



Aetna Custom Care Management Unit

Your health is important. But navigating the twists and turns of the health care maze can take the focus off your health — leaving you frustrated. With the Custom Care Management Unit, you have someone in your corner. You'll receive one-on-one attention from your own health care advocate nurse — someone to help you work better with your doctor, help you get the follow-up care you need and more.

If you have an ongoing condition or end up in the hospital, you don't have to figure out next steps. They'll call you. You'll also build a lasting relationship of trust with one health care advocate nurse who knows your case best, so they can act on your health needs quickly — and with your interests in mind.

Visit www.aetna.com or call **866-449-6495** to find out more about Aetna's Custom Care Management Unit.



Aetna Concierge Service

If you need help understanding and using your medical coverage, Aetna's Concierge Service is there to help. This free service makes it easy for you to learn about and use your Aetna-administered coverage — Choice Value Plan, Choice Savings Plan, Standard PPO or Select ACO.

Aetna's Concierge Service can help you:

- Select a doctor
- Better understand your coverage
- Get answers to questions about a diagnosis
- Plan for an upcoming treatment

A concierge can also walk you through Aetna's online tools that you can use to:

- Find a doctor
- Estimate the cost of care and track health care expenses
- Learn more about medical conditions
- Make payments to your health care providers

To use the Aetna Concierge Service, call the number on the back of your member ID card (**866-449-6495**) and ask for the Concierge or visit www.aetna.com.

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Aetna Informed Rewards

This price transparency and rewards program lets you compare costs for procedures like MRIs, X-rays, colonoscopies and ultrasounds. When you choose an eligible lower-cost care option, you'll receive a reward.

To search for eligible procedures:

- Visit **www.aetna.com** and log in to your member account
- Go to the "Find Care & Pricing" section
- Choose a procedure

You'll see a list of providers and the estimated costs associated with each. If the cost of the procedure falls below the predetermined amount and is eligible for a reward, you'll see a purple button with a gift box icon and the amount of the reward. (Reward amounts vary by procedure and are between \$25 and \$75.) You'll press the purple button to activate the reward.

For more information, visit **www.aetna.com**.



NurseLine

Receive answers to your health questions day and night, 24/7. Access NurseLine online at **www.aetna.com** or call **800-556-1555** to chat with a registered nurse, understand your treatment options, ask medical questions, discuss appropriate medical care or obtain help preparing for a doctor's visit.



Air Liquide Advocacy Health Pro

The health care pro at Alight can help you manage a variety of issues:

- Answer health care benefit questions
- Verify coverage for care
- Resolve medical billing issues
- Schedule medical appointments

Contact **Sydney McDonald**, our personal Alight Health Pro consultant, at **800-513-1667, ext. 2905** or **sydney.mcdonald@alight.com**.



NEW 2nd MD

2nd MD connects you with board-certified, leading doctors across the country for an expert second opinion via video or phone within three to five days. Their Care Team coordinates all the details, so you can focus on one thing — getting the best care possible.

This free and confidential service provides expert medical reviews to help you make confident medical decisions about conditions, procedures and treatments. Visit **www.2nd.MD/aetna** or call **866-410-8649**.

Be Well



Employee Assistance Program (EAP) — Resources for Living

Air Liquide's EAP, Resources for Living, is a confidential resource to help you and your immediate family members manage a wide range of personal circumstances. For 2022, Resources for Living is taking it up a notch by offering another way to maintain your mental health and well-being and enhancing the counseling benefit.

NEW Introducing Talkspace!

You and your family members now have access to an effective, practical and convenient way to deal with life's challenges. With Talkspace, an online therapy platform, it's easy for you to connect with a licensed behavioral therapist — from anywhere, at any time.

You can send unlimited text, video and audio messages to your dedicated therapist via web browser or the Talkspace mobile app. No commutes, appointments or scheduling hassles.

ENHANCEMENT More Counseling Sessions

We're increasing the maximum number of EAP, Resources for Living counseling sessions — from five to seven.

For 2022, you and your family members are eligible for up to seven counseling sessions per issue per year with licensed network professionals at no cost.

Counseling sessions are available face to face, by phone or by televideo. The EAP also gives you unlimited access to phone and web-based resources.

Call Aetna Resources for Living at **888-238-6232** or visit **www.resourcesforliving.com** (Username: Air Liquide Password: eap).



Smoking Cessation

For tobacco users enrolled in Air Liquide medical coverage (employee only), enroll in the coaching program and complete six tobacco cessation coaching sessions to receive up to a \$600 Non-Tobacco Use Premium Credit. When you've successfully completed the program, you'll receive a payroll contribution of \$50 per month. If you have any other coverage level, all of your covered dependents must be tobacco-free to receive the monthly credit.

Enroll online or by phone with the Healthy Elements Team:

- Online: **www.assethealth.com/airliquide**
- Phone: **855-444-1255**



Teladoc®

Teladoc is a convenient and affordable option for a variety of virtual medical services:

- General medical visits: \$49
- Dermatology visits: \$75
- Initial psychiatry visit: \$190
- Ongoing psychiatry visits: \$95
- Ongoing (non-MD) visits: \$85

Visit **www.teladoc.com/Aetna** or call **855-835-2362**.