



2025 Healthy Blue Rewards program

At Weis Markets, we know that your wellbeing is the key to living your life to the fullest. We offer programs to help you understand where you are in your wellbeing journey and how to move forward – whether you’re just getting started or further down the road.

One part of our comprehensive wellbeing benefits package is our **Healthy Blue Rewards (HBR) program**. As always, you can earn up to \$400 in rewards and avoid the wellness surcharge (\$1,400 added to your medical coverage contributions in 2025) when you complete activities by December 31.

The **ONLY** activity you need to do to avoid the 2026 wellness surcharge is the **biometric health screening**. You can still earn \$25 for completing the online health assessment, but it is not required.

And, don’t forget you can also save money and improve your health by quitting tobacco. See [page 5](#).

2025 rewards snapshot: See how much YOU can earn

Important! Complete a confidential biometric health screening (a simple blood test) by **December 31, 2025**.

\$275 and avoid the \$1,400 wellness surcharge

Optional: Complete a mix of interactive and educational activities – there are 30+ to choose from – based on your health needs and goals! See [page 2](#).

\$100

Optional: Receive a flu shot at a Weis Markets pharmacy.

\$25 Weis Markets gift card

Total

\$400 + the greatest reward of all...your health!



Participation is voluntary. However, you must complete the biometric screening by **December 31, 2025** to avoid paying a \$1,400 wellness surcharge on your medical coverage in 2026. (The surcharge doesn’t apply if you are hired after May 31, 2025.)

Your HBR journey, your way

If you complete your activities¹ by December 31, 2025, you will receive \$375 in Healthy Blue Rewards on a health reimbursement account (HRA) debit card that you can use to pay all kinds of health care expenses. **Be sure to earn the \$275 by completing the biometric health screening, to avoid the \$1,400 wellness surcharge, and then choose additional activities to earn up to another \$100.** And, don't forget a \$25 gift card for receiving a flu shot. Whether you're looking to take small or big steps to improve your health, there are activities to support you.

Program activity	Health reimbursement account (HRA) contribution
IMPORTANT! Biometric health screening at home or with your physician (simple blood test)	Earn \$275 in your HRA. If you don't complete this step, you will pay the wellness surcharge in 2026.
Earn up to \$100 more in your HRA by completing any of these activities.	
Online health assessment	\$25
Online, self-paced anti-cancer lifestyle program modules	\$50 per module
Online, self-guided programs (six-week interactive programs and/or self-paced educational programs)	\$25 each
Diabetes prevention or management program (Omada®)	\$100 for eligible participants ²
Diabetes reversal program with Virta Health	\$100 for eligible participants ²

¹ If you have a medical condition that prevents you from completing the steps, call 1-800-662-5370, x53256 for other ways to earn the same rewards.

² Check eligibility at [Diabetes reversal, management, and prevention programs \(capbluecross.com\)](https://www.capbluecross.com/diabetes-reversal-management-and-prevention-programs).

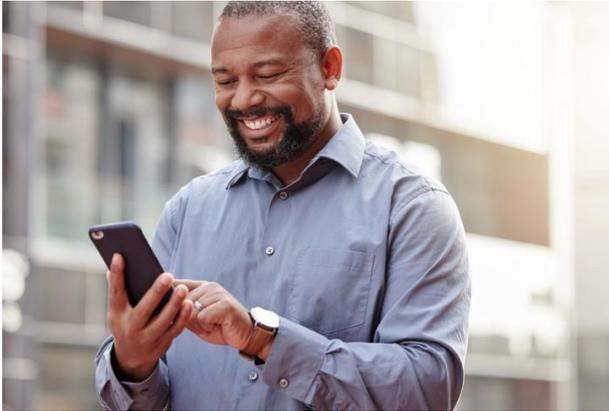
Earn more!

Receive a \$25 Weis Markets gift card by getting a flu shot at a Weis Markets Pharmacy.



See how your rewards stack up

Here are examples of how you may choose to complete the program.



Gary has goals

Gary wants to improve his mental and financial health. His way to earn rewards is:

- Starts with the **biometric health screening** at his physician's office: \$275
- Completes **3 online, self-guided programs** that align with his health goals: \$75
 - Managing Your Stress
 - Improving Your Sleep
 - Financially Fit
- Does the **online health assessment**: \$25
- With \$375 racked up, Gary also gets a **flu shot** and earns a \$25 Weis Markets gift card.



Diana tackles diabetes

Diana recently found out that she is at risk for Type 2 diabetes. She wants to improve her healthy habits and find support. Her way to earn rewards is:

- Starts with the **biometric health screening** at home with the Catapult VirtualCheckup™ Home Kit: \$275
- Checks her eligibility and completes the **diabetes prevention program** through Omada®: \$100
- She's already received \$375, but she gets a **flu shot** and earns a \$25 Weis Markets gift card.

Getting started

Use this checklist as you complete your 2025 HBR activities.

Start your engines!

Log in to your existing account or register now at [CapitalBlueCross.com](https://www.CapitalBlueCross.com). There are two ways to sign up:

Mobile

From your mobile device, go to the App Store (iOS) or Google Play (Android) and search AlwaysOn® Wellness. Download the app and follow the prompts.

Online

Log in to your secure account at [CapitalBlueCross.com](https://www.CapitalBlueCross.com). Click *Wellness*, then *Healthy Blue Rewards*. If you need to register, select *Login*, and then *Register* and follow the prompts.





☑ Take your first lap

Complete the biometric health screening to earn \$275 and avoid the \$1,400 wellness surcharge.

Route #1: At a physician's office

- Schedule a visit with a health care provider or call 1-855-505-2583 to schedule an appointment at a Capital Blue Cross Connect health and wellness center. Schedule in advance to meet the deadline.
- Download and print the **biometric health screening form** from Capital Blue Cross or the Resource Library on [MyWeisBenefits.com](https://www.MyWeisBenefits.com).
- Have an eligible health care provider perform the blood test (standard lipid panel blood test and a glucose test) and sign your form. For the most accurate results, fast 10-12 hours before your screening.
- Return your completed form via email, fax, or mail. To make things easier, you can simply take a picture of the form and upload it online. **Note:** It's your responsibility to ensure the completed form is received by the deadline.
- If you've already had your biometrics taken on or after **March 1, 2025**, simply have your provider fill in the results on the form and return it by email, fax, or mail.
- Results will be posted within five to 10 business days of receiving your completed form.

Route #2: At home

- Request your Home Kit from Catapult at VirtualCheckup.com/Weis or scan the QR code.
- You'll receive a blood pressure monitor (if requested), blood pressure log, tape measure, plus everything you need to collect four drops of blood that are sent directly to a lab for processing.
- **You must register for a kit by December 1, 2025**, and the return sample must be **postmarked by December 31, 2025**, for it to count toward your rewards.
- You'll be notified that the lab work is complete.
- You'll receive an invitation to schedule a virtual appointment to review your results. **You must complete this appointment to earn rewards for the biometric health screening.**



☑ Progress pit stop

To see and confirm receipt of your results, go to the Healthy Blue Rewards dashboard under the "Reward History" tab.

☑ Round the corner

Complete additional activities to earn another \$100.

You'll find the health assessment on the Healthy Blue Rewards home page ([CapitalBlueCross.com](https://www.CapitalBlueCross.com) > *Wellness* > *Healthy Blue Rewards*). For the rest of the activities, go to [CapitalBlueCross.com](https://www.CapitalBlueCross.com) > *Wellness* > *Healthy Blue Rewards* > *Eligible Activities* to see which additional activities are available for you to complete. Complete the activities online, and then they will show up in your "Rewards History."



☑ Push it to the max!

Receive a flu shot at a Weis Markets pharmacy to earn a \$25 Weis Markets gift card.

For Weis associates in Delaware and Virginia where there are no Weis Markets pharmacies, send proof of your flu shot to HR@WeisMarkets.com to earn your reward.



☑ Cross the finish line

Remember to complete your activities by December 31, 2025, to earn your rewards.



More resources and information

Tobacco cessation: Avoid the \$1,100 tobacco surcharge!

You can also save money and improve your health by quitting tobacco.

If you indicated that you use tobacco when you elected medical coverage, an annual surcharge of **\$1,100 (\$21.15 per week)** is being deducted from your paycheck. But, you can remove the surcharge by:

- Completing the six-week *Quitting Tobacco* (tobacco cessation) course by December 31, 2025, located on the Healthy Blue Rewards dashboard, or
- Submitting a physician affidavit form, available from the Benefits Department – if there is a medical reason why you cannot meet this requirement.



Key dates in 2025

March 1	May 1	October 29	November 19	December 1
Program start date	Ideal start date for the diabetes reversal program to finish by November and see your rewards	Last day to start the diabetes prevention or management program	<ul style="list-style-type: none"> • Last day to start the six-week <i>Quitting Tobacco</i> course • Last day to start the online, self-guided interactive program 	Deadline to request your at-home kit if you prefer to complete your biometric health screening at home

Need help?

Call Capital Blue Cross Customer Service at **1-855-300-2273** or scan the QR code.



 SCAN ME

*Healthy Blue Rewards is a voluntary wellness program, administered according to federal rules. Your personal medical information is completely confidential and will not be disclosed to any unauthorized parties, including your employer; your employer only receives biometric screening data summarized across all associates rather than any detail for any one person. If you choose to participate, you'll be asked to complete a voluntary biometric health screening, which includes a blood test for key health numbers. The incentive includes avoiding a \$1,400 wellness surcharge for medical coverage in 2026. Also see additional incentive-earning opportunities. If you have a medical condition that prevents you from completing the steps, call Capital Blue Cross Customer Service at **1-855-300-2273** for other ways to earn the same rewards.*