



Wellness Programs – Quick Guide

What are Interactive Wellness Programs?

Many health plans include access to interactive, personalized wellness programs such as **Vitality** or **Virgin Pulse**. These programs help employees build healthy habits through activity tracking, coaching, challenges, and education, often with built-in incentives like gift cards, premium discounts, or rewards points.

Questions to Ask Your Health Plan

Program Availability	<ul style="list-style-type: none">• Does my health plan include a wellness program (Vitality, Virgin Pulse, or similar)?• Is it available to my spouse or dependents?
Incentives and Rewards	<ul style="list-style-type: none">• What rewards are offered (gift cards, premium reductions, HSA/FSA contributions, merchandise)?• How do I earn and redeem rewards?
Tracking and Personalization	<ul style="list-style-type: none">• How is progress tracked (wearables, apps, online portal)?• Does it personalize goals based on my health data?• Are health screenings included?
Activities and Engagement	<ul style="list-style-type: none">• What activities are included (fitness, nutrition, stress, preventive care)?• Are there group or team challenges?• Can I connect my fitness tracker?
Costs and Confidentiality	<ul style="list-style-type: none">• Is there a cost to participate?• Is my data kept confidential?• Will my employer only see group-level data?
Enrollment and Access	<ul style="list-style-type: none">• How do I enroll?• Do I register through the health plan, app, or employer site?• When does the program year start and end?• Is customer support available?