

# Take Action

*Earn money, live healthy*

This year, ConocoPhillips is asking you to do more to earn your U.S. Health Improvement Incentive Program credit. Get your biometrics (required first step), be **Tobacco Free** and work toward or maintain a **Healthy Weight**. We are confident this program is the right thing to do for the health of our employees. And, as you take personal responsibility for your health, we will reward you for your actions. Program must be complete by Sept. 30.

## First, *Know Your Numbers!*

All U.S. active employees are eligible to participate in biometric screenings.

### To get started:

- **Still need your biometric screenings?** Here's how to [Know Your Numbers](#).
- **Already Know Your Numbers?** [Check your screening results](#) on the OHD website

## Next, earn the incentives!

Once you've completed a biometric screening, you qualify for the two incentives. All regular full-time and part-time U.S. payroll employees who are eligible for active employee benefits qualify for both incentives. Here's what you need to know:

### 1. Tobacco Free

- Maintain or take steps toward being tobacco free. For those who do not use tobacco, you will self-certify during Annual Benefits Enrollment that you are tobacco-free, **OR**
- For those who currently use tobacco, choose to become tobacco free by participating in the tobacco cessation program through QuitNet. When you participate, you will self-certify during Annual Benefits Enrollment that you are choosing to become tobacco free.

#### How will this work?

This year, **all** eligible medical plan participants **will be defaulted** into the tobacco user higher rates for medical premiums. During Annual Benefits Enrollment, employees will go to the Annual Enrollment website to "check the box" that they are either tobacco free or have participated in the [tobacco cessation program](#) through QuitNet. **This will require an active enrollment by every eligible employee in order to receive your credit.**

### 2. Healthy Weight

Maintain or take steps toward a healthy weight by meeting one of the following criteria:

- Have a BMI (Body Mass Index) less than or equal to 30, **OR**
- Have a waist measurement less than or equal to 35 in. (female) or 40 in. (male), **OR**
- Choose to participate in one of ConocoPhillips' health improvement programs with the goal of attaining a healthy weight.

### How will this work?

According to the biometric screening results, if the participant's BMI or waist measurement meets the above definition, the participant will qualify for this credit. No additional action is needed.

If the participant's BMI or waist measurement is outside the above definition, the employee can qualify for the 2014 credit by participating in one of the health improvement programs. Programs offered include: Healthways personal health coaching; the global Good for YOU! challenges; Weight Watchers; self-directed programs; physician-directed programs; or other approved health improvement programs offered by ConocoPhillips. [Learn more.](#)

## Need help? Have questions?

For more information, start here:

1. [Health Improvement Incentive Program page](#), which contains:
  - a. How to [Know Your Numbers](#)
  - b. [Frequently Asked Questions](#)
  - c. Link to the latest [Upstream](#), the Benefits Newsletter.
  - d. List of qualifying health improvement programs to earn the Healthy Weight incentive.
2. Contact the Benefits Center at 800-622-5501.

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**Note:** The Medical Plan is committed to helping you achieve your best health status. Incentives for participating in the U.S. Health Improvement Incentive Program are available to all eligible employees. If you think you might be unable to meet a standard for an incentive under this program, you might qualify for an opportunity to earn the same incentive by different means. Contact the Benefits Center at 800-622-5501 or 718-354-1344, and we will work with you to find a wellness program with the same incentive that is right for you in light of your health status.

**Privacy and Confidentiality:** As you maintain or pursue a healthy lifestyle, ConocoPhillips will always respect your privacy. Personal health improvement is, by law, confidential. ConocoPhillips does not have access to individual data. The company only receives high-level aggregate reports on the health trends of its employees. We can use this information to design programs and benefits that are meaningful to you and your family.