



# U.S. Wellness Incentive Program



Members can earn financial wellness incentives from CGI for participating in wellness activities and programs throughout the plan year. These programs include:

## The Art of Staying Focused \$100



Even if you know what's important to do, losing focus can stop your progress. No matter who you are or what job you do, focusing at work can be hard. Even with great schedule management and organizing skills, it's easy to get off track if you're not careful.

In this course, you'll learn how to stay focused and stay on top of your schedule. You'll learn strategies for dealing with focus challenges and distractions at work. You'll also find out how to beat fatigue, manage your time, and decline work-related requests. And you'll explore how to adjust your focus to deal with change, and how to regain focus when you've lost it.

**Members enrolled in a CGI-sponsored health plan (Cigna domestic or BCBS-AL) who successfully complete this course between November 1, 2023 and February 15, 2024, will be eligible to receive a one-time \$100 contribution to their Health Savings Account (HSA). Members without an HSA will receive the \$100 contribution taxable via payroll. The contribution will be deposited in March 2024.**



# U.S. Wellness Incentive Program

## MyCigna Health Assessment **\$100**



The Health Risk Assessment (HRA) is a series of easy questions about your health and lifestyle. Filling out the HRA is easy and should take less than 15 minutes to complete.

When completed, each participant receives a personal report that highlights areas of strength and areas in need of improvement. The report includes an overall score as well as scores for each section, along with easy next steps for health improvement. Focusing on behavioral choices allows us to identify future health risks and better direct each participant to where they can make healthier choices to improve their health status.

**Members enrolled in a CGI-sponsored health plan (Cigna domestic or BCBS-AL) who successfully complete this assessment between January 1, 2024 and April 30, 2024, will be eligible to receive a one-time \$100 contribution to their Health Savings Account (HSA). Members without an HSA will receive the \$100 contribution taxable via payroll. The contribution will be deposited in June 2024.**

## Aligning Goals and Priorities to Manage Time **\$100**



Too much to do and too little time? Everything is urgent? Modern technology means our employers can reach us 24/7, so schedule management and goal setting are more important than ever. When you're under pressure to deliver, you need to know your priorities. Meeting targets and achieving goals consistently regardless of the business situation isn't easy. And this means managing your time effectively.

In this course, you'll learn about aligning each goal with your employer's expectations, clarifying your goals, and prioritizing your most important work. You'll also learn how to ask questions

to clarify goals, and how to establish and schedule priorities based on these goals.

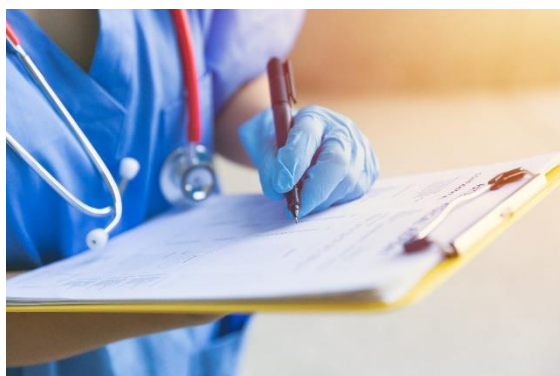
**All members who successfully complete the course between April 1 and June 30, 2024 will receive a \$100 contribution into their Health Savings Account (HSA). Members without an HSA will receive the \$100 incentive taxable via payroll. All members are eligible to receive this incentive. The contribution will be deposited in August 2024.**



FY 2024

# U.S. Wellness Incentive Program

## Annual Health Physical **\$100**



Looking to improve your health?

An annual physical, also referred to as your Preventive Care visit, will be provided to you at 100% coverage. During your visit, you and your doctor will determine what tests and health screenings are appropriate based on your Age, Gender, Personal Health History, and Current Health.

To receive the \$100 HSA contribution, your annual health physical must be completed between **October 1, 2023 and September 30, 2024**. Upon successfully completing your annual health physical, Cigna or BCBS-Alabama will automatically

submit your name to CGI (**you do not need to submit your name or any forms to CGI**) and you will receive the \$100 HSA contribution. **Members without an HSA will receive the \$100 contribution taxable via payroll. The contribution will be deposited in December 2024.**



# U.S. Wellness Incentive Program

## 2024 Well-being Incentives At-A-Glance

Details	How to earn?		When to earn?		Who can earn?	When do I earn?
	Required Activity	\$	Begin Date	End Date	BCBS-AL / Cigna / All	Date of Payment
<a href="#">The Art of Staying Focused</a>	Complete course	\$100	Nov. 1, 2023	Feb. 15, 2024	Cigna/BCBS-AL	<b>CSG:</b> Mar. 15, 2024 <b>FED:</b> Mar. 22, 2024
<a href="#">MyCigna Health Assessment</a>	Complete Assessment	\$100	Jan. 1, 2024	Apr. 30, 2024	Cigna/BCBS-AL	<b>CSG:</b> Jun. 7, 2024 <b>FED:</b> Jun. 14, 2024
<a href="#">Aligning Goals and Priorities to Manage Time</a>	Complete Course	\$100	Apr. 1, 2024	Jun. 30, 2024	All	<b>CSG:</b> Aug. 16, 2024 <b>FED:</b> Aug. 23, 2024
Annual Health Physical / Preventative Care Screening	Complete Physical or Screening	\$100	Oct. 1, 2023	Sept. 30, 2024	Cigna/BCBS-AL	<b>CSG:</b> Nov. 22, 2024 <b>FED:</b> Nov. 29, 2024
<b>Total</b>		<b>\$400</b>				

Please note that payout dates are subject to change based on CGI's payroll calendar.



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## FY24 Wellbeing Incentive Disclaimer Update

A few reminders: If you have an HSA, remember to take the additional CGI contribution into account to ensure you will not exceed the maximum annual contribution (\$4,150 individual and \$8,300 for family) set by the Internal Revenue Service; this limit includes your and CGI's combined contributions (Add \$1,000 to these limits if you are 55 and older for a total of \$5,150 for individual and \$9,300 for family). Note: Qualified dependents are not eligible to receive these contributions.

Adjustment to your payroll deduction for your HSA contributions can be updated anytime: [Contact the HR Service Center](#) +. However, please note if you wait until after the close of calendar 2024, you will need to contact Optum Bank to request a distribution of the excess amount. Do so before you file your 2024 income tax return (no later than April 15) or you must pay a tax penalty.

If you are logging into the Oxygen portal for the first time and are working remotely and/or from a client site, please select the CGI office to which you are aligned – or the one nearest you – when asked for your office location.

Well-being incentives only apply to those members living and working in the continental United States. Members based in Hawaii and in the Commonwealth of Puerto Rico are not eligible.

**Does your spouse also work for CGI?** If you are a dependent under your spouse's CGI medical coverage, you are also eligible for the incentives. Please open a case on the [HR Service Center \(HRSC\)](#) after you've completed the incentive requirements to let us know so that we can be sure to include you when the incentive is paid out.

If you have questions regarding CGI's 2024 Wellness Incentives, please contact Oxygen via the [HR Service Center \(HRSC\)](#).

**\* CGI Federal Members Only:** You must first be connected to the CGI Federal VPN and will then be asked for your Enterprise Portal credentials (.@cgi.com) to enter. If necessary, you can reset your Enterprise Portal password here. If you are unable to access the Federal VPN, please contact the CGI Federal Help Desk at 703-227-HELP (4357) or [helpdesk@cgifederal.com](mailto:helpdesk@cgifederal.com). If you are unable to log in to the site after connecting to the Federal VPN, please contact the Enterprise User Service Desk (E-USD) at 888-571-7211.

**\* Non-Federal Members Only:** If you experience any issues logging in to the Oxygen portal, please contact the Enterprise User Service Desk (E-USD) at 888-571-7211.