

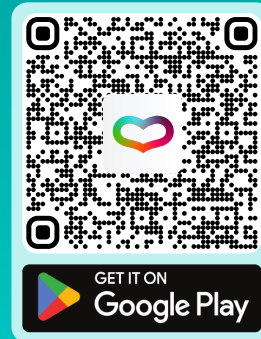


2026

Ardent Health Wellness Program

revised 12.10.2025

Download the Wellworks For You mobile app by scanning the QR code, searching “Wellworks For You” in your app store, or visiting www.wellworksforyou.com



Log in to the Wellworks Portal

Your account has been created for you.

1. Select **Login**
2. Accept the terms of the **Consent Form**
3. Fill in the required information

Click “Forgot Username” or “Forgot Password” to recover your login; if needed, email ohsecure@wellworksforyou.com for assistance.

	Employee	Spouse or Domestic Partner
Username Format	Ardent + Employee ID	Ardent + Employee ID + S
Temporary Password Format*	Birthdate in MMDDYYYY	Birthdate in MMDDYYYY
Example	Username: Ardent123456 Password: 01011990	Username: Ardent123456S Password: 02021992

* Use the temporary password for your first login only. You'll be prompted to set a new one. If you've logged in before, use your existing password.



Overview



The Ardent Wellness Program offers you an opportunity to learn valuable information about your health and save money on your medical premiums.

The Wellness Program is voluntary, but by participating, you will have the opportunity to earn significant rewards while making strides toward a healthier you.

To **qualify** for the medical premium credits in the 2026 plan year, participating team members and their eligible spouses/domestic partners* must complete two tasks by December 31, 2025:

- The **Know Your Number (KYN) Questionnaire**
- Submit a **Biometric Screening**

New Hires:

Complete within 60 days of your hire date

Qualifying Life Event (QLE):

Complete within 60 days of your QLE date

**To receive wellness credits, team members must be actively employed, and you and your spouse/domestic partner must be enrolled in an Ardent Health medical plan.*

The program incentive is based on your KYN Risk Score as illustrated in the table below.

KYN Risk Score	KYN Risk Stratification	Premium Credit Earned
1 - 40	Optimal/Normal	\$127.50
41 - 60	Above Normal	\$102.00
61 - 80	Borderline High	\$76.50
81 - 100	High	\$51.00
> 100	Extremely High	\$25.50

Didn't earn the full incentive? See pages 4-5 for information on the Reasonable Alternative Standard (RAS)

For new hires or team members who had a Qualifying Life Event (QLE) and completed the KYN Questionnaire and biometric screening in 2025, wellness credits earned for 2025 will be applied automatically to 2026.

Important New Hire/QLE Deadline:

New Hires or those with a QLE in 2025 must complete the program requirements within 60 days of their hire date or QLE date.

In accordance with HIPAA confidentiality laws, your individual data is accessible only to you and the third-party vendor, Wellworks For You.



1

Know Your Number (KYN) Questionnaire - Completed by 12/31/2025

The Know Your Number Questionnaire is a quick, health survey that will ask you questions regarding your health history, your day-to-day lifestyle, and your emotional health.

The KYN Questionnaire will pair with your biometric screening results to generate your KYN Risk Score Report and Health Score that will determine your initial eligible credit amount earned.

The KYN Questionnaire can be found on the dashboard of the Wellworks For You portal.

2

Biometric Screening Results - Completed by 12/31/2025

You will need to submit biometric screening results taken in 2025 to receive your KYN Risk Score Report and health score. The results must include:

- **Physical Biometrics:** Blood Pressure, Height, Pulse, Waist Circumference, and Weight
- **Blood Draw:** Total Cholesterol, HDL Cholesterol, LDL Cholesterol, Triglycerides, and a Fasting Blood Glucose or HbA1c.

All biometric measures are **required** to fulfill the requirement and generate your KYN Risk Score.

There are two (2) screening options available for you to select from the Wellness Portal. Click “Get Started” next to the Biometric Screening 2026 line item on the Wellworks Dashboard
There will be no on-site screening events hosted for the 2026 program year.

Provider Results Form (PRF)

Provider screenings must be completed between January 1 and December 31, 2025. If you have already had a physical this year, you can use those results. Before your appointment, check with your doctor or insurance about any costs.

Please have your doctor complete the entire form, including all required results, to earn your medical premium credits. Instructions to submit the completed PRF are on the bottom of the form.

The deadline to submit the form to Wellworks For You is December 31, 2025.

LabCorp Screening

If you cannot use the Provider Results Form, choose an approved LabCorp location from the Wellworks Portal. Not all LabCorp facilities provide the required tests, so be sure to visit the location selected from the portal. Failure to do so will delay the processing of your results, and you may incur costs that you will be responsible for.

Note: If you complete your screening at an approved LabCorp location scheduled through your Wellworks For You account, your results will be uploaded to Wellworks For You automatically. No additional action is required.

Biometric screening results will be available in your Wellworks For You account within two (2) weeks of the date your PRF was submitted or of your LabCorp screening. Once processed, the “My Next Steps” Biometric Screening requirement will update to a “Completed” status. If your status does not update within this timeframe, please contact Wellworks at ohsecure@wellworksforyou.com.



Participants who do not qualify for the full \$127.50/month premium credit incentive based on their KYN Risk Score will have the opportunity to complete a **Reasonable Alternative Standard (RAS)** to earn the remaining incentive.

REASONABLE ALTERNATIVE STANDARD REQUIREMENTS

Based on your KYN Risk Score, you may be assigned the following RAS requirements:

- One (1) **eLearning Series** from the “These Are For You” or “Trending Topics” lists available in the Learning Center. Each series consist of a pre and post survey and 6-7 short videos and quizzes, each requiring a minimum score of 80% to pass.
- A **KYN Health Risk Summary Report Review** call with a Wellworks Health Coach, including your biometric results, risk of disease onset, and health goals.
- An **Additional Health Coach** call with your coach to review and update your health goals.
- **Complete the Diabetes Care Program** if your KYN Risk Score is above 60 and you either have diabetes, a fasting blood glucose level over 110 mg/dL, or an HbA1c above 5.7%.

REASONABLE ALTERNATIVE STANDARD DEADLINES

New Hires or participants who have a **Qualifying Life Event (QLE)** must complete all assigned RAS requirements within 60 days of their KYN Health Risk Summary Report completion date. The complete date is available in the My Next Steps Know Your Number Questionnaire line item.

All other participants must complete all assigned RAS requirements by February 28, 2026.

Anyone who does not complete all the assigned RAS requirements by their stated deadlines will hold to their incentive earned based on the KYN Risk Score.



✓'s indicate RAS requirements for each KYN Risk Score category to earn back any missing premium credits. All requirements must be completed by the deadlines.

KYN Risk Score	Monthly Premium Credit Based on KYN	One (1) eLearning Series	KYN Health Risk Summary Report Review	Additional Health Coach Call	Monthly Premium Credit with RAS
1 - 40	\$127.50	N/A	N/A	N/A	N/A
41 - 60	\$102.00	✓	N/A	N/A	\$127.50
61 - 80*	\$76.50	✓	✓	N/A	\$127.50
81 - 100*	\$51.00	✓	✓	✓	\$127.50
> 100*	\$25.50	✓	✓	✓	\$127.50

* If your KYN Risk Score is above 60 and you either have diabetes, a fasting blood glucose level over 110 mg/dL, or an HbA1c above 5.7%, you must complete the below requirements by February 28, 2026.

Enroll in Diabetes Care	Diabetes Stress Survey	Complete Two (2) Coaching Calls	Connect and Sync Glucose Meter (If Prescribed)	Monthly Premium Credit with RAS
✓	✓	✓	✓	\$127.50

To enroll in the Diabetes Care Program, click the menu icon in the top left corner of the Wellworks app, then select “Diabetes Care”.

For more information on enrolling in the program, see the “Ardent Health 2026 Diabetes Enrollment Instruction” document in Forms & Documents.

If you have improved your KYN Risk Score by two (2) or more points since the 2025 program year, you will automatically be credited with completing the eLearning Series requirement or one (1) of the Diabetes Coaching Calls, if enrolled in the Diabetes Care Program. You can find your 2025 KYN Risk Score Report in your Forms & Documents.



Why is my employer offering this program?

Ardent Health values the health and wellness of our team members and their families. We aim to reward those in good health and provide support to those who need it.

Do I have to participate and is my information private?

This program is voluntary and private and offers a chance to learn about your health, make improvements, and earn wellness credits. Wellworks will not share your personal health information with Ardent Health or any external company. It will only disclose to Ardent Health the values of medical premium credits you have earned. For more information on privacy, refer to the Consent Form in the Wellworks For You portal.

Are employee dependents eligible to participate in the Ardent Wellness Program?

The Ardent Wellness Program is only available to employees and their spouses/domestic partners. Dependents are not eligible.

My spouse/domestic partner could not log into the Wellworks portal, how do I add them so they can participate in the wellness program?

Your spouse/domestic partner must be listed as your dependent in the Ardent Health enrollment system. If they are not, contact the Ardent Benefits Service Center at 1.855.787.0668 to add them. It may take two weeks for their information to appear in the Wellworks For You portal, and this step does not enroll them in any coverage.

New hire, QLE, and demographic updates are transmitted from the Ardent Benefits Service Center to Wellworks weekly. Check Wellworks every Thursday after 12:00 PM EST for new accounts and updates.

When will my screening results post to my Wellworks account?

Results may take two (2) weeks to appear in your Wellworks For You portal after your screening or submission of the completed Provider Results Form. The Biometric Screening item of the My Next Steps section will be marked as “Completed” once the results are uploaded to your Wellworks account.

Where can I find my results?

Web Portal: Click “My Health” in the Wellworks For You portal, then select “View Metrics” to see your results.

Mobile App: Click the hamburger menu in the upper left-hand corner, then “Coaching Corner” to see your results.



How do I know what I have completed and what I have earned?

Refer to the “My Next Steps” section of the Wellworks portal to see which items you have completed. My Next Steps items will be marked as “Completed” once you have finished the requirement. For clarification on your premium credits earned by KYN Risk Score and how to earn any missed amount via completing a Reasonable Alternative Standard (RAS), see page 4 of this program guide.

How do I validate what my 2025 KYN Risk Score was?

Select “Forms & Documents” from the upper left hand corner of the Wellbeing Desktop, then scroll down to historical KYN Reports. Your score is listed in the “KYN Risk Summary Report.”

I just completed my program requirements in the portal. When can I expect to start receiving the 2026 medical premium credits?

The 2026 medical premium credits will be applied to the first payroll in 2026 for participants who complete their requirements by December 5, 2025. For those who complete after this date, credits take up to two pay cycles to be applied.

Credits will not be applied retroactively to the first payroll of the year if completed after December 5, 2025. To ensure you receive all credits timely, complete the program steps as soon as possible.

I am currently pregnant. Do I need to participate?

All participants who wish to earn the incentive must complete both the Know Your Number Questionnaire and the Biometric Screening. You may use any existing screening results from 2025 to participate. The Know Your Number Questionnaire will ask you to identify that you are pregnant.

As a new hire or a member with a Qualifying Life Event (QLE), when do I need to complete my requirements and when can I expect to start receiving the medical premium credits?

You have 60 days from your hire date or QLE date to complete the wellness program requirements to qualify for medical premium credits. If completed within this period, your results will apply to both the 2025 and 2026 programs. It may take two (2) pay cycles for the 2025 credits to appear once posted in the portal. Credits will not be retroactive to the hire/QLE date.



How will my medical premium credits appear on my benefits confirmation statement?

Your medical premium credit will post to your Ardent Benefits Confirmation Statement based upon a biweekly pay frequency.

- **\$127.50 monthly premium credit earned will appear as \$58.85**
 - ($\$127.50 \times 12 \text{ months} = \$1,530$. $\$1,530 / 26 \text{ payments} = \58.85)
- **\$102.00 monthly premium credit earned will appear as \$47.08**
 - ($\$102.00 \times 12 \text{ months} = \$1,224$. $\$1,224 / 26 \text{ payments} = \47.08)
- **\$76.50 monthly premium credit earned will appear as \$35.31**
 - ($\$76.50 \times 12 \text{ months} = \918 . $\$918 / 26 \text{ payments} = \35.31)
- **\$51.00 monthly premium credit earned will appear as \$23.54**
 - ($\$51.00 \times 12 \text{ months} = \612 . $\$612 / 26 \text{ payments} = \23.54)
- **\$25.50 monthly premium credit earned will appear as \$11.77**
 - ($\$30 \times 12 \text{ months} = \306 . $\$306 / 26 \text{ payments} = \11.77)

Whom do I contact if I have any questions regarding the Wellness Program?

“Support” from the Wellworks For You portal
Email: ohsecure@wellworksforyou.com | Call: 1.800.425.4657

Ardent Health reserves the right to correct any errors related to a wellness participant’s eligibility for the Ardent Wellness Program and any discrepancies in program compliance or medical premium credits earned.