**Rollins Wellness Incentive Program**

Rollins wants all employees to make their personal health a priority. We believe it is important to have routine physicals and to establish a relationship with a primary care provider. To support employees with focusing on their health, Rollins offers those enrolled in a medical plan the opportunity earn wellness incentives by completing an annual physical and establishing a relationship with Everside Health.

**What is Everside Health?**

Rollins is proud to offer Everside Health to all employees. Everside offers in-person and virtual primary care services for everything from preventive care to chronic disease management, to mental health services. And Everside is free for employees enrolled in a medical plan, and just $30 per visit for those not enrolled in medical benefits.

**The 2025 Wellness Incentive Program**

Through the Wellness Incentive Program employees can earn up to $400 by completing the following activities between 10/1/2024 and 9/30/2025:

* Employees must complete an annual wellness visit AND register for Everside to earn the base incentive of $300.
* Employees may earn an additional $100 if they visit an Everside Health provider (either on-site or virtual)

Employees who complete these activities by 9/30/2025 will receive the wellness incentive in January 2026.

**How are the Wellness Incentives Reimbursed?**

Wellness Incentives are provided to employees through either their Health Savings Account (HSA) or Health Reimbursement Account (HRA), depending on medical plan enrollment:

* Health Savings Account (HSA)
  + Employees enrolled in a HDHP HSA eligible medical plan must enroll in the HSA Bank health spending account for Rollins to fund the HSA with the wellness incentive.
  + An HSA is an individually owned account so you must affirmatively consent to opening an HSA. If you do not consent, then you will forfeit the wellness incentive.
  + By consenting, you agree that you do not have any coverage that would disqualify you or Rollins from contributing to an HSA.
  + Examples of disqualifying coverage include:
    - General purpose Healthcare Flexible Spending Account (FSA) — including a spouse’s FSA.
    - Enrollment in a medical plan other than a qualifying high deductible health plan (HDHP)
    - Medicare, Medicaid, or Tricare coverage
    - VA medical benefits received during the last three months.
  + If you open an HSA and later become ineligible, it is your responsibility to notify Rollins Benefits Enrollment Center immediately to stop employee and employer contributions.
  + You cannot open an HSA with a P.O. Box. If you use a P.O. Box in UKG, you must call Rollins Benefits Center to provide a physical street address.
* Health Reimbursement Arrangement (HRA)
  + Employees enrolled in a medical plan with a Health Reimbursement Arrangement (HRA) are not required to take any action as you will automatically be enrolled in the HRA.

**What if I am a New Hire?**

* Regardless of hire date during a calendar year, new employees will receive the new hire wellness base incentive within a month of employee's benefit effective date (first of the month following 60 days)
* Employees hired in July, August, or September of a plan year will receive the new hire wellness base incentive ($300) upon benefit start date as well as in the subsequent calendar year ($300)
  + These employees do not have adequate time, due to HIPAA non-discrimination rules, to complete activities to earn the ongoing wellness incentive the subsequent year.

**Reasonable Alternative Standard**

*Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees enrolled in a Rollins medical benefit plan. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at* [*rollinsbenefits@rollins.com*](mailto:rollinsbenefits@rollins.com) *and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.*

**Questions?**

For questions about the Wellness Incentive Program please email [rollinsbenefits@rollins.com](mailto:rollinsbenefits@rollins.com).