



**Kick-start
your well-being!**

2023–2024 Well-Being Program

Virgin Pulse User Guide

We'll help you make small, everyday changes to your well-being that are focused on the areas you want to improve the most. Engage daily to build healthy habits, have fun with coworkers and experience the lifelong rewards of better health and well-being. **Join the Johnson Controls Well-Being Program and get started today.**



Sign in at member.virginpulse.com to see what's new for you!
Not a member yet? Go to join.virginpulse.com/JohnsonControls
or scan the QR code to download the app.



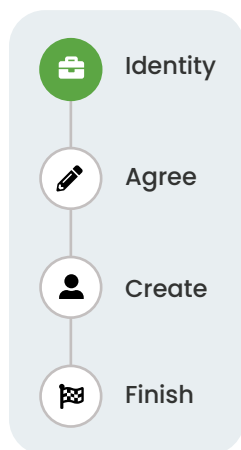
How to get started:



Step 1

Sign up for your Virgin Pulse account by going to join.virginpulse.com/JohnsonControls. You can also enroll through the Virgin Pulse app. Search and select **Johnson Controls** as your **Sponsor Organization**.

Follow the progress bar as you complete these easy steps:



Tell us who you are. We'll ask for a few details about you and your sponsor organization to check your eligibility. Some of the fields may already be filled.

Legal and privacy. Review and agree to the rules, data collection and privacy policy.

Create your account. Add your email, make a password and give us some additional details to customize your experience.

You're all set. Your account is ready and you've earned **250 points**. Click **Take Me There** to sign in.

Step 2

Connect a device or app (earn 250 points) to get credit for your well-being activities like steps, nutrition and sleep. We sync with many trackers, such as Max Buzz, Apple Watch, Fitbit and MyFitnessPal, just to name a few.

Step 3

Upload a profile picture (earn 100 points) and add some friends.

Step 4

Set your interests (earn 250 points each quarter) to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!

Step 5

Download the Virgin Pulse mobile app (earn 500 points) for iOS or Android. Access your account and track your activity anywhere, anytime. Turn on your notifications to stay motivated and receive friendly reminders. Search and select **Johnson Controls** as your **Sponsor Organization** if first enrolling through the mobile app.

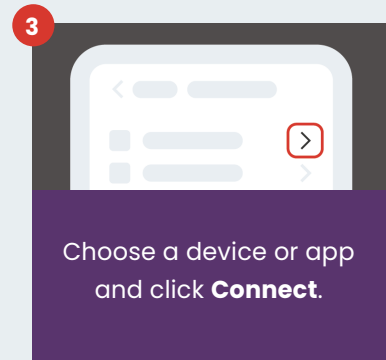
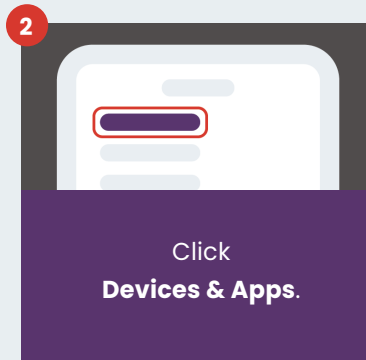
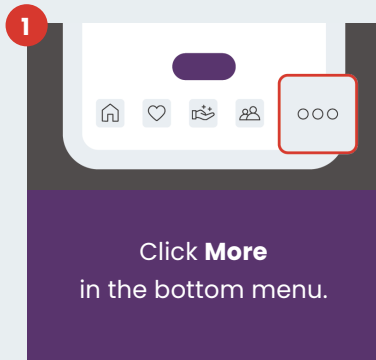


Syncing is the simple process of uploading information from your fitness tracker to the mobile app, so it's all in one place. Be sure to sign in to your Virgin Pulse app **at least once every 14 days** so your data syncs and counts toward your activity goals. Activity tracking varies by device. Please consult your device instructions to learn more about available tracking features.



Connect a device or app

Download the Virgin Pulse app, then follow these easy steps:



Compatible devices and apps

Virgin Pulse supports a variety of tracking devices and apps that will help you get credit for validated steps, activities, sleep, meditation sessions and more. So, pick your favorites, connect them to your account and start tracking your activity. Add your first activity tracking device and get **250 points**.

Don't have a device? You can shop for a fitness tracker in the Virgin Pulse Store under **Profile** or connect compatible devices and apps to track your daily steps. Check out your options by going to the **Devices & Apps** section under **Profile**. You can manually enter your daily numbers too! Look for the orange **Log** or **Add** area in each eligible stats box. Sign in to your account to see all of the options available to you.



WITHINGS



Start getting active and tracking your steps, calories consumed, workouts and sleep data. Look for small improvements over time and celebrate your accomplishments. Earn up to **140 points** each day for tracking your activity.



See a clear picture of your health

Complete your Health Check

Health Check is a confidential 15-minute survey that provides valuable information about yourself and your health habits. You'll learn your strengths as well as areas for improvement, and get personalized recommendations to help you tackle your well-being goals. Earn **5,000 points** for completing your Health Check.

Visit member.virginpulse.com, go to the **Health** tab and select **Surveys**, or scan the QR code to open in the app.



Ways to engage

Engage in activities that fit your interests

Learn easy ways to get more active, eat well, and manage life's ups and downs—every day!

Daily Cards

Every day, we'll send you two new tips to help you live well. Plus, we'll make sure they're about the areas that interest you the most.

- Complete your two Daily Cards for **40 points each day**.
- Complete 10 Daily Cards in a month for **100 points**.
- Complete 20 Daily Cards in a month for **200 points**.

Friends and Family

Add your work friends so you can encourage and motivate one another. You can also invite up to 10 friends and family members outside of work!

- Add up to 10 friends or family members and earn up to **1,000 points (100 points each)**.
- Invite five coworkers to join and earn up to **250 points (50 points each)**.

Step 1

Under **Social**, go to **Friends** in the menu.

Step 2

Choose **Add Friends** (for coworker friends enrolled in Virgin Pulse) or **Invite Friends** (select **Peers** or **Friends & Family** for those who don't use your company's benefits).

Biometric Screening

The first step to better health is knowing where you stand, and a Biometric Screening gives you exactly that—a clear snapshot of your health! Complete for **5,000 points**.

Healthy Habits

Healthy Habits offer you bite-sized ways to build a healthy routine and improve your well-being. Your Healthy Habits will be customized based on your Health Check results and the interests you set in your profile.

- Track three of your Healthy Habits for up to **30 points each day**.
- Track Healthy Habits 10 days in a month for **200 points**.
- Track Healthy Habits 20 days in a month for **300 points**.

Journeys®

Want to exercise more or better manage a health issue? Now you can use our digital coaching tool to make simple changes to your health, one small step at a time.



Phone Coaching*

Talk to a coach over the phone to set goals and get one-on-one support, expert guidance and answers to your questions.

- Complete a coaching call monthly for **500 points**.
- Complete four coaching appointments for **5,000 points**.

*Available only for eligible JCI medically enrolled employees.

Pillars

Get straight to the information that matters to you the most. Pillars make it easy to find content that is important to you and provide quick access to many helpful tools and resources.

Topics of Interest

Choose to work on the areas that matter the most to you, whether it's your eating habits, sleep, physical activity, relationships, finances or something else. Earn **250 points each quarter** for choosing your topics of interest.

Step 1

Go to **More** and select **Topics of Interest**.

Step 2

Choose the areas that interest you the most. Click **Done** at the bottom.

Step 3

Now you'll get tips and information—specific to your interests!

Recipes

Get ideas for healthy meals, build a shopping list and make a weekly meal plan. Healthy eating is easier when you have the help of an app!

- Browse healthy recipes for **10 points each day**.
- Favorite a recipe for **10 points each week**.
- Add a recipe to your grocery list for **10 points each week**.

Nutrition Guide

Choose what you'd like to work on, like cutting out sweets or portion control. Then get tips and recipes to help you achieve your goals.

- Choose your eating type for **250 points each quarter**.
- Track calories for **20 points each day**.
- Track calories 10 days in a month for **200 points**.
- Track calories 20 days in a month for **300 points**.

Sleep Guide

What's your sleep like? Decide what you need to work on, like getting to bed earlier or quieting down. Then get information to help you rest.

- Sleep 7+ hours for **50 points daily**.
- Track sleep 10 days in a month for **100 points**.
- Track sleep 20 days in a month for **200 points**.
- Sleep 7+ hours 20 days in a month for **500 points**.



Create a challenge

About challenges:

Rally your coworkers for the latest company step challenge! Or gather a small group of coworkers or friends, then challenge one another to start a new healthy habit. Find ways to challenge yourself and others under **Social**.

Personal Step Challenges

Challenge your coworkers and friends to a step-off. You choose the type (1 day, weekday or weekend) and then invite your coworkers and friends. Use the chat feature to share your strategy and motivation. Create and join challenges for up to **150 points each month**.

Healthy Habit Challenges

Challenge your coworkers and friends to track a healthy habit for five out of seven days. Use the chat feature to share your strategy for achieving the healthy habit each day. Complete the Promoted Healthy Habit Challenge and earn **200 points each month**.

Company Challenges

Stay tuned for company-wide challenges where you can go head-to-head in friendly competition with colleagues across the organization. Post comments to cheer each other on. Join for **200 points** and participate for many more—up to **3,000 points** for some challenges!

How to start a challenge:

Step 1

From the home page, go to the **Social** tab, select **Challenges** and then select **Create**. Once you're in this section, choose **Personal Step Challenges** or **Healthy Habit Challenge**.

For Personal Step Challenges, you'll choose the duration of the challenge and start it up.

For Healthy Habit Challenges, you'll select the habit you want to work on, write a personal message and get it started.

Step 2

Now that your challenge is set up, invite others to join! Select **Invite Players**, and you'll have the option to invite from your friends list, search for friends or invite a Group. You can also add an email list of up to 250 people.



Work with a coach*

Reach your health goals, together

Making changes to your health routine isn't always easy. Whether you're starting to exercise, training for a marathon or anything in between, our health coaches help motivate and encourage you along the way. Connect with a coach to set goals, monitor your progress and get extra tips to keep going.

- Complete a coaching call monthly for **500 points**.
- Complete four coaching appointments for **5,000 points**.

*Coaching is only available only for eligible JCI medically enrolled employees.



What to expect

Your first session will help you build a meaningful relationship with your coach. Together, you'll work to find small steps you can take to make progress toward your goal. During your follow-up sessions, you'll update your coach on your progress and plan next steps to help you stay on track.



Coaching topics

Choose a topic that you'd like to cover with your coach, such as Get Active, Eat Healthy, Reduce Stress, Manage Weight, Sleep Well or Be Tobacco-Free.

Experience the rewards of being the best version of you

All U.S. employees eligible for JCI-sponsored medical plans can participate and enjoy the Well-Being Program. When you make small changes every day to your well-being, you'll feel healthier, happier and more energetic.

Rewards

Earn points for the healthy activities you do! See all your **Ways to Earn** under **Home > Rewards**.

- Earn as many points as you can and try to hit Level 4 by the end of the program year.
- The program year begins October 1, 2023, and ends September 30, 2024.
- For U.S. employees enrolled in a JCI-sponsored medical plan, with the exceptions of Kaiser Hawaii and HMSA plans and former ADTI union-represented sites, these points turn into medical insurance Premium Credits for 2025 costs. Earn up to **\$720 in Premium Credit**.



See your daily points:

What are you getting credit for? Check your daily earnings under **Home > Rewards > My Earnings**.

Reach each point level and increase your Premium Credit:

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	Total Premium Credit earned:
Points	5,000	15,000	30,000	60,000	
Premium Credit	\$120	\$240	\$240	\$120	\$720

Employees hired **on** or **after** January 1, 2024, have modified point levels for credits.

Have questions? We're here to help.

- Check out **support.virginpulse.com**
Live chat: Monday–Friday, 8 am–9 pm ET
- Give us a call: 855-652-4024
Monday–Friday, 8 am–9 pm ET
- Send us an email: **support@virginpulse.com**

Not sure if you can fully participate in this program because of a disability or medical condition? Check out our support page for answers at **support.virginpulse.com**.

