Motivating and rewarding employees to meet daily program goals

Each year in the U.S., more than $530 billion is spent on illness-related lost productivity.¹ Employers are continually searching for ways to engage their employees while adding value to their medical plan offerings. And employees also want value in their benefits: 56% said that liking their health coverage was a key factor in staying at their job.²

An innovative program that leverages the popularity of wearables

UnitedHealthcare Motion® provides multiple ways to help encourage and reward employees and their spouses for meeting program goals by:

• Engaging employees across various fitness levels
• Offering flexibility in usability and the ability to change reward options quarterly
• Designed to help encourage long-term lifestyle behavior through daily program goals

Via an app and wearable device, employees complete trackable activities that include swimming, using an elliptical, walking, running and biking.

A personal and inclusive experience

Motion is designed to encourage long-term lifestyle behavior by renewing participants’ reward opportunities every 24 hours, creating daily program interaction. It may also help engage a broader range of employees, with tailored goals to support various fitness levels, expanded activities to choose from and seamless syncing of device data.

Up to $1,095* in rewards per year

Employees and their eligible spouses may choose to earn their rewards as a:

• Health savings account (HSA) contribution
• Prepaid card**

Participants may change their reward type anytime during the program year.
How employees earn rewards

Motion’s daily incentives are broken into FIT goals, which stand for **Frequency, Intensity** and **Tenacity**. There is also a daily participation goal for those not ready for the more advanced FIT goals. Participants earn rewards by syncing their device and meeting daily program goals by walking or performing other eligible activities.

### HSA or prepaid card

<table>
<thead>
<tr>
<th>Frequency</th>
<th>300 steps in 5 minutes; 6 times a day, at least 1 hour apart</th>
<th>$1.00</th>
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</thead>
<tbody>
<tr>
<td>Intensity</td>
<td>3,000 steps in 30 minutes or 30 minutes performing other eligible activities</td>
<td>$1.00</td>
</tr>
<tr>
<td>Tenacity</td>
<td>10,000+ total daily steps</td>
<td>$1.00</td>
</tr>
</tbody>
</table>

- **Frequency**
- **Intensity**
- **Tenacity**

Employees earn $0.25 each day they achieve 2,500+ steps with no FIT rewards—that’s $91 per year.

$3/day $1,095/year

$0.25/day $91/year

### Results

- 45% – 65% employee participation³
- 60% of participants are still active after 6 months³
- 90% of Motion employer groups continue to offer it to their employees⁴

### Steps for employees to achieve daily program goals

Employees register for Motion at unitedhealthcaremotion.com. They can either use their own Motion-compatible device or choose one from the website. Once they sync their device, employees can start tracking their data daily to meet FIT and participation goals. Their rewards accumulate in their Motion account and will be deposited quarterly into their chosen reward option (HSA, HRA or prepaid card).

Contact your UnitedHealthcare representative