

Wellable FAQ

What is Wellable?

Wellable is the PAISBOA HBT's new digital wellness rewards platform, effective November 1, 2025, replacing the Achieve Well-being program with IBX and Be Well Rewards program with Highmark.

Who is eligible for the Wellable wellness program?

Participation in the Wellable program is limited to employees and spouses/partners enrolled in a PAISBOA HBT medical plan.

What is the maximum reward amount available?

Participants can earn a maximum of \$50 per quarter, for a total of \$200 per plan year. The maximum reward amount can be achieved by earning 45,000 or more points each quarter. Wellable includes multiple rewards tiers, so points below the maximum still count toward lesser rewards dollars. This ensures there are opportunities to earn rewards even if the maximum point total is not achieved.

Tier	Wellable Points	Reward
1	9,000 – 17,999	\$15
2	18,000 – 44,999	\$25
3	45,000+	\$50

What are the rewards and when can they be redeemed?

Wellable rewards are issued as a Tango gift card, which can be redeemed for a wide selection of popular retailer and brand gift cards. Rewards will be issued to participants' rewards wallets 1-2 weeks following the end of each quarter.

Quarter 1: November 1, 2025 - January 31, 2026

Quarter 2: February 1, 2026 - April 30, 2026

Quarter 3: May 1, 2026 - July 31, 2026

Quarter 4: August 1, 2026 - October 31, 2026

**Please note you must redeem your rewards for the 2025-2026 plan year by January 1, 2027; otherwise, your rewards will expire.*

How are points earned?

Points are awarded based on completed activities, challenges, and clinical events. Each activity and challenge will have different point values – details will be provided in the challenge or activity description on the Wellable portal. Examples of healthy activities and rewards amounts to be earned are as follows:

- Activities:
 - Logging physical activity
 - Special activities related to each month's theme – maximum of 3,000 points per month
 - Monthly webinar – 300 points, plus option to earn additional 100 points for completing quiz at the end
 - Monthly live experiential wellness event (ranging from physical activity to meditation to trivia) – 300 points
 - On-demand classes – 5 points per minute viewed
- Challenges:
 - Daily challenges – 50 points per activity listed below, for a maximum of 100 per day
 - Ate 5 Servings of Fruits and Vegetables
 - Drank 8 Glasses of Water
 - Learned About Health and Wellness
 - Meditated or Relaxed
 - No Soda or Sugary Beverages
 - Slept 7 Hours

- Stretched or Exercised Lightly
- Took the Stairs Instead of the Elevator
- Volunteered / Community Service
- Quarterly challenges (walking challenge, etc.) – details and points TBD
- Clinical Events:
 - Dental exam – 500 points (can submit up to 2 dental exams per year)
 - Vision exam – 500 points
 - Flu shot – 500 points
 - COVID-19 vaccine – 500 points
 - Mammogram – 500 points
 - Annual physical – 3000 points (required to be submitted by October 31, 2026 to earn any rewards in 4th quarter)
 - Personal wellness assessment – 3000 points (required to be submitted by October 31, 2026 to earn any rewards in 4th quarter) Points will be rewarded at the end of each quarter.
 - General lab work (required to be submitted by October 31, 2026 to earn any rewards in 4th quarter)

What are the special activities and monthly themes?

The monthly themes will change year-over-year, and the 2025 themes are shown below. Special activities change each month based on the theme and include healthy behaviors associated with the topic.



Are there any required activities to earn points?

For the first three quarters, there are no required activities – any eligible wellness activity can earn points. To qualify for the fourth quarter reward, the following activities must be completed by October 31, 2026: Personal Wellness Assessment, Annual Physical, General Lab Work. These three activities can be completed at any time throughout the year but must be submitted by October 31, 2026.

How can I submit my activities, challenges, and clinical events to earn points?

Physical activity can be logged manually or by connecting a fitness tracker to the Wellable app. Most special activities and daily challenges can be completed right on the app. To earn points for clinical events, participants will need to complete the forms linked on the Dashboard. To earn points for general lab work, participants can enter the verification code found on the Bulletin Board on the Dashboard to automatically receive Wellable Points. To earn points for participating in a live webinar or event or completing the quiz, participants will receive a verification code at the end of the activity and will enter that on their portal. Instructions to earn Wellable points for all activities will be found on the Bulletin Board upon logging in.

When will participants receive more information about the program and how to sign up?

General program details will be communicated in the October and November 2025 newsletters. On the November 1 go live date, all HBT medical plan enrollees will receive an email with the sign-up page link. All the information specified above will be included on the Bulletin Board when participants log in to their Wellable account.

Who can participants reach out to with questions related to the program? Please email support@wellable.co.