

Wellable FAQ

What is Wellable?

Wellable is the PAISBOA HBT's digital wellness program, where eligible participants can earn points by completing a variety of healthy activities, which can then be redeemed for digital gift card rewards.

Who is eligible for the Wellable wellness program?

Employees and spouses/partners actively enrolled in a PAISBOA HBT medical plan are eligible to participate in the Wellable program. You must be actively enrolled in an HBT medical plan at the time rewards are distributed to be eligible to receive the rewards. If you are no longer actively enrolled in an HBT medical plan, you will be terminated from Wellable at the end of the quarter and will no longer have access to your rewards wallet or be able to redeem any unused rewards. COBRA participants are not eligible to earn rewards through Wellable.

What is the maximum reward amount available?

Eligible 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 digital 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. The wallet allows you to accrue your rewards over time, or redeem them on-demand.

Quarter 1: November 1, 2026 - January 31, 2027

Quarter 2: February 1, 2027 - April 30, 2027

Quarter 3: May 1, 2027 - July 31, 2027

Quarter 4: August 1, 2027 - October 31, 2027

**Please note you must redeem your rewards for the 2026-2027 plan year by January 1, 2028; 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
 - Activities related to each month's theme – maximum of 3,000 points per month
 - Monthly webinar Talk Tuesdays – 300 points, plus option to earn additional 100 points by completing quiz at the end

- Monthly live experiential wellness event (ranging from physical activity to meditation to trivia) – 300 points. For Workout Wednesday and Thrive Thursday Events, the activities can be logged through the Physical Activity Log on the Dashboard or by tracking them through a connected app/device. Points earned will be captured in Exercise Minutes, depending on the activity. The instructor will provide clear instructions after each event on how to log the activity.
- On-demand classes – 5 points per minute viewed
- Daily 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– 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 between November 1, 2026 - October 31, 2027 to earn any rewards in 4th quarter).**
 - Personal wellness assessment – 3000 points **(required to be submitted between November 1, 2026 - October 31, 2027 to earn any rewards in 4th quarter). Points will be rewarded at the end of each quarter.**
 - General lab work **(required to be submitted between November 1, 2026 - October 31, 2027 to earn any rewards in 4th quarter).**
- Other ways to earn Wellable Points include tracking your Nutrition and/or completing daily activities that support financial well-being, mindful living and sustainability.

What are the special activities and monthly themes?

The monthly themes will change year-over-year, and the 2027 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, 2027: Personal Wellness Assessment, Annual Physical, General Lab Work. These three activities can be completed at any time throughout the plan year (November 1, 2026 – October 31, 2027) but must be submitted by October 31, 2027.**

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 on the Dashboard once logged in through the app or website. To earn points for clinical events, participants will need to complete the forms linked on the Bulletin Board. 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.

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