



2024 LiveWell Wellbeing and Incentive Program

Your Benefits, Your Wellbeing: *Designed with you in mind*

Your wellbeing matters to Iron Mountain. Regardless of the medical plan you have chosen, you can participate in the LiveWell program and prioritize your wellbeing. When you participate in the LiveWell program you may receive a monetary reward just by making your wellbeing a top priority.

We have made a few changes to the program and how you earn rewards, here's what's new:

Unlock your rewards

- Earn \$50 with a confidential health screening and completing your health assessment, a required step to unlock earning any reward.
- Earn \$100 more with many more activity options - whether to feel healthy, be less stressed, control a health condition or get financially fit. Complete by October 31, 2024.

How to earn Wellbeing Rewards for 2024 (January 1 - October 31)

For mountaineers and spouses/partners enrolled in a medical plan:

You can each earn up to **\$150** each plan year between January 1 and October 31.

Step	Activities	Reward
1 <u>Required</u> to unlock Step 2	Complete your health assessment <u>and</u> get a biometric screening	\$50
2	<ul style="list-style-type: none">• Track your physical activity via your wellness tracker• Get a preventive exam• Complete a financial wellbeing update via Fidelity• Explore lifestyle or condition management coaching• Utilize IRM emotional wellbeing tools and resources• And more!	\$100

*An earned financial reward is a taxable payment paid via payroll.

You must be an active employee and complete the program requirements by the deadlines to earn rewards.



WHO IS ELIGIBLE?

Mountaineers and spouses or domestic partners enrolled in an Iron Mountain medical plan are eligible to participate and earn cash rewards*.

**If you or your spouse/domestic partner has a medical condition that makes it unreasonably difficult or medically inadvisable to complete the Step 1 or 2 requirements, you may request an alternative. Contact Aetna for instructions.*

Visit irmbenefits.com to learn more about the LiveWell program.



HOW DO I BEGIN?

Log in or register today and start earning points. Download the ActiveHealth mobile app or follow these steps online:

1. Visit www.aetna.com
 - a. Aetna members - Use your Aetna ID to register (your Aetna ID is a W followed by 9 digits - Wxxxxxxxxx on your ID card).
 - b. Non-Aetna members - Use your SSN to register/create an account.

Contact A1A if you need assistance registering.

2. Login or register:
3. Click "Health & Wellness" at the top of the page, then "Discover a Healthier You"



Register today and start earning points at www.aetna.com

Global HR Service Support: 1 855.462.7547
Monday - Friday, 9am - 6pm ET irmHR.NAM@ironmountain.com