



POWER UP

PROGRAM GUIDE



POWER UP TO LIVE LIFE TO THE FULLEST

Hess cares about your well-being and wants to help you become your best self. With our wellness program, you can “**POWER UP**” in four areas of well-being to achieve a sense of satisfaction that comes with knowing you’re living life to the fullest.



EMOTIONAL

Live happy

- Deal with mental health concerns such as stress, depression and anxiety
- Create emotional balance between your professional and personal life



SOCIAL

Get connected

- Engage with family, friends and colleagues
- Give back to the community



PHYSICAL

Move more

- Make good lifestyle choices to improve your health
- Avoid preventable diseases
- Help manage any existing medical conditions



FINANCIAL

Be prepared

- Have control over your finances
- Stay on track to meet your goals
- Absorb a financial shock



HOW POWER UP WORKS

When you participate in healthy activities, you earn points. It's that simple. You can track your progress on the wellness portal, powerup.hess.com, or on the Virgin Pulse app.

Each year, Hess sets the number of points you need to earn in order to receive free money from the company in your Health Savings Account (HSA), which you can then spend or save the following year. If your spouse or domestic partner earns the points required for him or her, you can double the company's contribution to your HSA.



EARN POINTS

toward the annual target by participating in POWER UP activities.



TRACK YOUR PROGRESS

on powerup.hess.com or the Virgin Pulse app.

- Qualifying company-sponsored activities will be recorded for you (look for the POWER UP Instant Points icon).
- Other activities may require you to upload a document as proof of completion.
- Your running points total will be displayed on your homepage.



GET FREE MONEY

added to your HSA from Hess to spend or save in the following year.

This contribution is in addition to the regular company HSA contribution given each year to Hess Medical Plan participants.

Everyone can participate in POWER UP, but you must be enrolled in the Hess Medical Plan to earn HSA dollars.



LET'S GET STARTED!

It's as easy as 1-2-3.

STEP 1 REGISTER

Register with our wellness administrator, Virgin Pulse, if you haven't already done so. The process is quick and easy:

- Go to powerup.hess.com
- Enter the requested information
- Agree to Virgin Pulse's terms and conditions
- Enter your email address, password, phone number (optional) and time zone
- Confirm your information



GET THE VIRGIN PULSE APP

Use the app to access the POWER UP portal on the go.

Download the Virgin Pulse app from the App Store or Google Play and follow the instructions for setup.

SPOUSES AND DOMESTIC PARTNERS ENROLLED IN THE HESS MEDICAL PLAN

Register for POWER UP at
join.virginpulse.com/hess.

After registering, access the POWER UP portal at iam.virginpulse.com.

STEP 2

START EARNING POINTS

You get points when you complete either company-sponsored or other well-being activities. There are many ways to earn the points. In fact, you may already be doing some of the activities on the list. Take a look!

For a full list of activities and point values, visit the Rewards page on powerup.hess.com. (Spouses and domestic partners access the POWER UP portal at iam.virginpulse.com.) See page 7 of this guide to learn about some other opportunities for earning.



SOME OPPORTUNITIES

- + Get a biometric screening
- + Do a health assessment
- + Complete a preventive service
- + Live tobacco-free
- + Designate your beneficiaries
- + Participate in a community run or walk
- + Get a flu shot
- + Attend a financial seminar
- + Create a personal challenge
- + Volunteer in the community

STEP 3

USE YOUR RESOURCES TO TRACK YOUR PROGRESS

Whether you're in the office, at home or out and about, POWER UP's resources are there to help you become your best self.

POWERUP.HESS.COM*

- Track your progress toward earning the wellness HSA contribution
- See a complete list of qualifying activities and points on the Rewards page
- Sync your fitness tracker so you can track your steps and active minutes
- Get digital coaching
- Participate in Healthy Habit Challenges and company-sponsored challenges
- Learn more about Hess wellness benefits on the Benefits page

VIRGIN PULSE APP

- Do everything you can do on powerup.hess.com while on the go

*Spouses and domestic partners access the POWER UP portal at iam.virginpulse.com.



MAKE IT YOUR OWN

Have some fun customizing your powerup.hess.com homepage. Click the camera button on the homepage to add a personal photo.

ADDITIONAL WAYS TO EARN POINTS

Take advantage of these opportunities to earn points while boosting your well-being.



HEALTHY HABIT TRACKING

There are two ways to earn points by building healthy habits like drinking more water, eating healthier, sleeping more and working out:

- **Daily:** Track your healthy habits 20 days in a month on the Healthy Habits page of powerup.hess.com
- **Monthly:** Complete the promoted Healthy Habit Challenge that appears on your homepage of powerup.hess.com each month



DAILY TIP CARDS

Begin each day with tips on how to be healthier and get more out of life. Every day, you'll have the opportunity to earn points if you read the daily tip cards on these topics:

- Getting active
- Eating healthy
- Sleeping well
- Reducing stress

View daily tip cards on your homepage of powerup.hess.com.



JOURNEYS

Digital coaching is available through the POWER UP portal. It's called "Journeys," and it can help you build healthy habits such as:

- Stressing less
- Moving more
- Eating better
- Cutting back on alcohol
- Quitting smoking
- Managing diabetes
- Improving musculoskeletal health
- Getting financially fit

You'll receive points for every Journey you complete. You can get credit for completing one Journey per month.

You can access a Journey on the Health page > Journeys of powerup.hess.com.



WHIL PROGRAM

Whil offers training in mindfulness, yoga and meditation training, which can help you reduce stress, increase focus and build resilience.

Access a multitude of simple audio exercises to train your brain to relax and help you calm anxiety, focus your attention and improve your sleep.

You'll have the opportunity to earn points by completing a Whil program once per week or by completing 10 Whil sessions in a month.



FOODSMART

This digital nutrition program, brought to you by Zipongo, will help you make healthier food choices, change your eating habits and prevent and treat chronic diseases that are the result of poor food choices. Foodsmart also makes everyday tasks easier, like searching for healthy recipes and planning meals, and it can also help you order groceries or meal kits online. It even shows you healthy food deals in your neighborhood.

Earn points by browsing healthy recipes, adding a recipe as a favorite or adding a recipe to the grocery list.

You can access Foodsmart on the Benefits page of powerup.hess.com.



EX PROGRAM

The EX Program, by Truth Initiative for Tobacco Cessation, provides quit support for all tobacco use, including smoking, vaping and chewing/dipping, and also provides support for parents to help their child quit vaping. It combines the Mayo Clinic's proven treatment model with scientific leadership in digital tobacco solutions from Truth Initiative, America's largest nonprofit public health organization committed to ending tobacco use.

Earn points by visiting the Truth Initiative EX portal, completing an EX live chat session or completing the EX checklist.

You can access the EX Program on the Benefits page of powerup.hess.com.

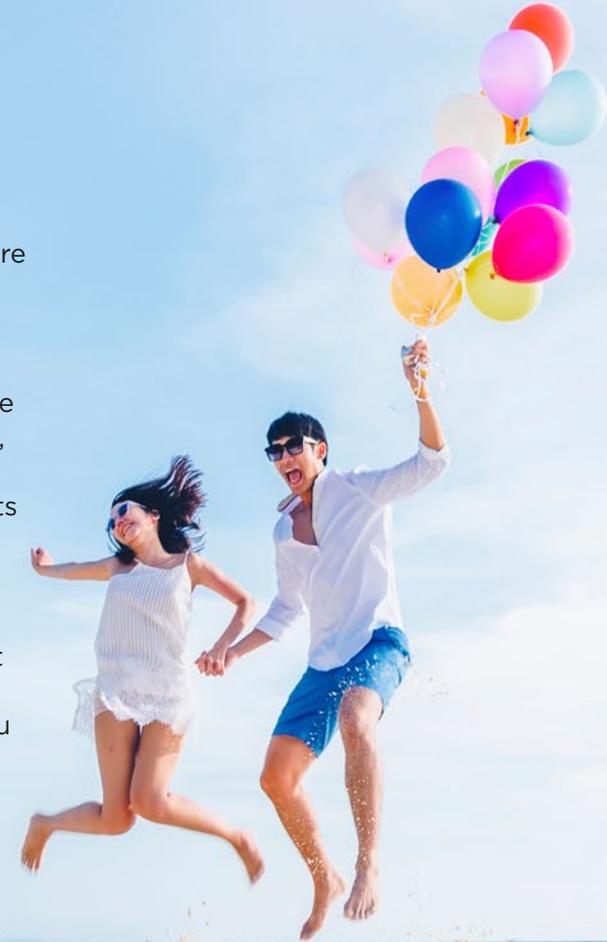


WELLBEATS

This app offers more than 700 on-demand fitness, mindfulness and nutrition classes that are available anywhere, anytime. With fitness classes at every level and fitness assessments, you're sure to find something that empowers your physical and mental health.

Earn points by completing the Wellbeats fitness assessment, working out for 20 minutes a day or completing a Wellbeats workout plan.

You can access Wellbeats on the Benefits page of powerup.hess.com. You must initially register for Wellbeats on a computer. After that, you can access the program on a mobile device.





HOW TO GET A FITNESS TRACKER

All POWER UP participants (employees and spouses/ domestic partners) are eligible to receive a \$150 subsidy toward the purchase of their own fitness tracker.

You can use that subsidy on Virgin Pulse's online store. Once you've logged on to powerup.hess.com, the promotion for a discounted fitness tracker will automatically show up on your homepage, or you can find it on the Benefits page of powerup.hess.com.

Participants are limited to one fitness tracker subsidy per lifetime of the program. If you already received a fitness tracker from the POWER UP program, you cannot get another one.

FOR YOUR SPOUSE OR DOMESTIC PARTNER

He or she can log on to iam.virginpulse.com, and the promotion will automatically show up on his or her homepage, as well as on the Benefits page.

FREQUENTLY ASKED QUESTIONS

Who can participate?

Any Hess employee who works in the U.S. is eligible to participate and can benefit from the wellness program. You'll have access to powerup.hess.com and the Virgin Pulse app. However, you must be enrolled in the Hess Medical Plan to receive an additional contribution to your HSA as your reward for reaching the required points in the program, as explained in this guide.

Can my spouse or domestic partner participate?

If your spouse or domestic partner is enrolled in the Hess Medical Plan, he or she is eligible to earn POWER UP points toward an additional HSA contribution. If he or she reaches the required points target, you'll receive an additional contribution to spend or save in your HSA the following year.

How does my spouse or domestic partner register?

If your spouse or domestic partner is participating in POWER UP, he or she will need to register at join.virginpulse.com/hess.

How does my spouse or domestic partner access the POWER UP portal once registered?

Once registered, your spouse or domestic partner accesses the POWER UP portal at iam.virginpulse.com.

What's the deadline to reach the required points target?

The deadline for earning enough POWER UP points to qualify for the additional HSA contribution from Hess is August 31.

Is the HSA contribution I receive for earning the required POWER UP points in addition to the annual contribution Hess makes to my HSA?

Yes. The HSA contribution you'll receive from Hess for reaching the points target is in addition to the regular contribution Hess makes to your account each year. And, if your spouse or domestic partner is enrolled in the Hess Medical Plan and earns the required POWER UP points, you'll receive an additional HSA contribution from Hess.

What if I reach the points target this year but waive medical coverage next year? Can I still get the additional HSA contribution?

No. You must be enrolled in the Hess Medical Plan and have an active HSA in order to receive the HSA contribution.



FREQUENTLY ASKED QUESTIONS

I'm a new hire. When am I eligible to get the fitness tracker subsidy?

You can get the fitness tracker subsidy at any time, limited to one fitness tracker per employee, per lifetime of the program. To get the subsidy, you'll need to register and log in at powerup.hess.com. See registration details on page 4.

How do I order my fitness tracker?

You must first register on powerup.hess.com. Once you've logged in, the promotion for the discounted fitness tracker will automatically show up on your homepage (and on the Benefits page) unless you've received a fitness tracker subsidy before. You can apply the subsidy to the purchase of any available fitness tracker from Virgin Pulse's store.

Can I use the fitness tracker subsidy for any other wellness item on the Virgin Pulse store?

No. The subsidy may only be used for the purchase of a fitness tracker.

How do I sync my fitness tracker to powerup.hess.com or the Virgin Pulse app?

From your member portal on powerup.hess.com, click your profile at the top right and then click Devices & Apps. From there, you can search for a compatible device or app and follow the instructions to sync.

QUESTIONS?

Call Virgin Pulse, our wellness administrator, at 1-888-671-9395.

