

My Life | My Well-being
My Choice 



Clean Harbors Wellness Program US Employees

Program Year:

Oct 1, 2023 to Aug 31, 2024

INTRODUCTION

*"The highest reward for a person's toil is not what they get for it,
but what they become by it." — John Ruskin*

Clean Harbors is excited to launch a new wellness program this year with Healthper to support your overall health. You can participate in the program using a desktop computer or a mobile device. Participation in the program is voluntary. However, your participation allows you to earn rewards while making strides toward a healthier you.

PROGRAM AVAILABILITY

The wellness program is available to all benefits-eligible employees. Visit the wellness portal at cleanharbors.healthper.com to get started. It is here where you can earn a medical contribution discount (if applicable), wellness incentives and complete the tobacco cessation coaching requirements if you are a tobacco user.

The wellness program resets each year prior to annual enrollment. See website for dates and program details. We encourage you to use the site to improve your overall well-being in addition to qualifying for the wellness incentives - even if you are not enrolled in a Clean Harbors medical plan.

MEDICAL CONTRIBUTION DISCOUNT

Eligible employees can earn a **\$600 medical contribution discount for 2025** if enrolled in a Clean Harbors medical plan. Complete your health assessment, preventive screening, and any four personal challenges before the end of the program year to earn the discount.

Complete all three (3) required activities below:

- **Health Assessment**
 - Ten (10) activities or "cards" are available under the "**My Activities**" tab. Each assessment contains 8-12 questions about a different health topic. At the end of each question set, click the "**Save**" to store your responses. It takes 1-2 minutes to complete each question card. Upon completion, the status will change to "completed." You must complete all ten cards in the health assessment to satisfy this requirement.

- **Preventive Medical Screening**
 - Complete one of these screenings within the program year: Routine check-up, Cancer or age-appropriate screening (i.e. skin check, colonoscopy, mammogram, well-woman exam), Dental exam, Eye exam. This activity is recorded in the "My Activities" tab. One preventive visit will satisfy this requirement.
- **4 personal challenges**
 - Each week, you will notice two unique individual challenges have been assigned to you under the "My Personal Challenges" section of the "My Activities" tab. The challenge categories are a mixture of various activities that allow you to branch out and make subtle yet impactful changes to your everyday life. Complete four personal challenges to satisfy this requirement.

Please note:

- New hires must complete the Health Assessment to earn the current program year's medical contribution discount. Then continue to work on the program to earn the following year's discount.
- Employees in Puerto Rico, Hawaii or certain bargaining units are not eligible for the medical contribution discount.

\$100 WELLNESS INCENTIVE

Eligible employees can earn a **\$100** wellness incentive that can be redeemed in the rewards mall. Complete your health assessment and at least three other activities to earn the incentive. The available activities include company-wide challenges, educational content, connecting with a coach to complete a coaching program, and trackers.

- Complete the Health Assessment (all 10 cards) located on the Activities tab plus three (3) other activities of your choice from this list:
 - **Company-wide challenges**
 - New company-wide challenges are launched quarterly. Challenges appear as an activity card on the "My Activities" tab. You can make entries required for the challenge once it has started. Each challenge completion counts as one activity, and you can earn a max of three activity completions for this activity type.
 - **Educational Activities**
 - Forty-eight educational activity cards across multiple wellness areas are available under the "My University" section of the "My Activities" tab. Each card has two-page reading content and may include a video to watch. Ten education card completions count as

one activity, and you can earn a maximum of three activity completions for this type.

- **Trackers**
 - Six activity tracker cards are available on the "My Activities" tab. The trackers allow you to track your water, veggies, fruit consumption, sleep, mood, and time you spent volunteering. To complete a tracker, you must enter the number of unique daily entries listed on the card. The tracker lists your progress and allows up to past four day entries if you missed the day. Each tracker completion counts as one activity, and you can earn a max of three activity completions for this activity type.
- **Call a Health Coach at 800.882.2109**
 - You have confidential access to health coaches as part of your comprehensive wellness program. All health educators have a master's degree in a health-related field and are certified Health Coaches. Coaching is available in both English and Spanish. Coaching will help you maintain a "culture of health" throughout the year. Please mention that you are part of the Clean Harbors wellness program when calling. Completing a coached program (except the UBreathe coaching program) counts as one activity, and you can earn a max of three activity completions for this activity type.

Please note that wellness incentives redeemed through this program are subject to applicable income taxes that will be deducted from your paycheck. This is processed on a quarterly basis with payroll and depends on when you redeem your reward.

TOBACCO SURCHARGE

If you attest to using tobacco when enrolling in your benefits, a tobacco surcharge of \$167 per month will be added to your medical paycheck contribution. To avoid the surcharge, tobacco users can complete the Tobacco Cessation Coaching Program under the "**My Activities**" tab.

Annual Enrollment: If you attest to being a tobacco user when making your annual enrollment elections, you must complete the coaching between October 1 and December 15, 2023. If you do not complete the coaching by the deadline, you will pay the surcharge starting January 1, 2024 for the entire year. No exceptions can be made. It takes a minimum of 3 weeks to complete the coaching so be sure to plan accordingly.

New Hires: If you attest to being a tobacco user when you process your benefits enrollment, complete the coaching to avoid the surcharge. You will then be required to follow the annual enrollment process each year thereafter.

Please note that the tobacco surcharge is not applicable to employees located in Hawaii or Puerto Rico.

Tobacco Cessation Program 



Tobacco Cessation Program

HEALTH ASSESSMENT

Ten Health Assessment activities are available under the "My Health Assessment" section of the "My Activities" tab. Each assessment is represented as a card and contains 12 questions at max. At the end of the assessment question set, click the "Save" button to store your responses. Each assessment will show a status - you'll see it change to "Completed" once you've answered it. It takes, on average, 1-2 minutes to complete an assessment. You can complete these at your own pace. The results of each assessment are available instantaneously on the home page. Please review all assessment activities and ensure you see the "Completed" status. You must complete all ten Health Assessment activities to become eligible for rewards.



Physical & Health Wellness Assessment



Fitness and Exercise Assessment



Personal Lifestyle and Safety Assessment



Depression Risk Assessment



Social Wellness Assessment



Nutrition and Diet Assessment



Alcohol Assessment



Tobacco Assessment



Not Started



Not Started

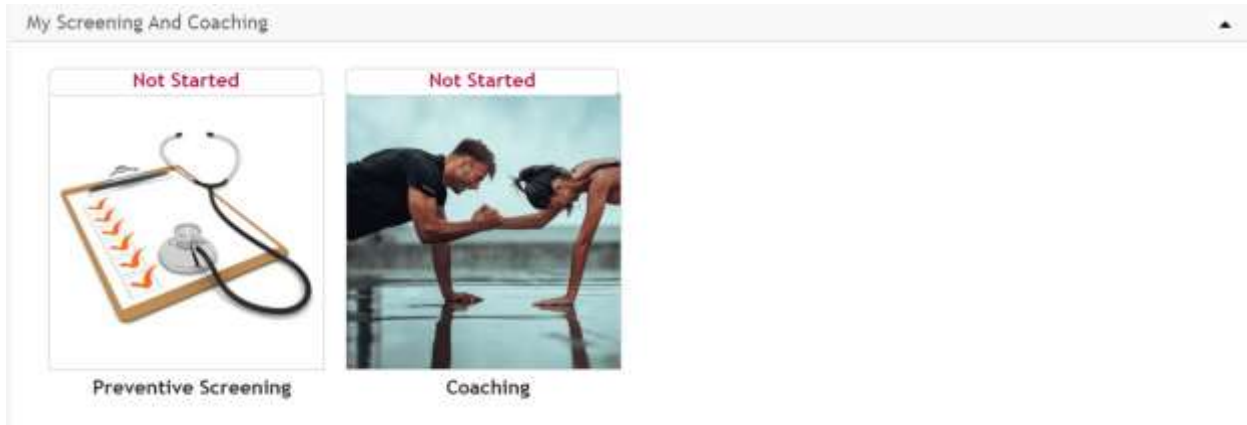
PREVENTIVE SCREENING

Complete one of the screenings from Routine checkup, Cancer, or age-appropriate screenings (i.e., skin, colonoscopy, mammogram, wellness exam, well-woman exam), Dental checkup, and Eye exam. This activity can be self-reported under the "My Screening and Coaching" section of the "My Activities" tab.

Blue Cross Blue Shield of Massachusetts medical plan participants: BCBSMA will automatically send information to Healthper for any medical preventive screenings you receive once the claim is processed. Please note that it can take up to two months for the completion credit to appear due to the timing of when your provider and BCBSMA process the claim. For preventive screenings performed **after June 30th**, please be sure to self-certify below to ensure you get credit for completing this requirement.

Kaiser medical plan participants: If you completed a preventive medical screening, please self-report your completion in the preventive screening activity card under the "My Activities" tab.

All other preventive visits: Please self-report your completion in the preventive screening activity card under the "My Activities" tab.



PERSONAL CHALLENGES

Each week, you will notice **two unique individual challenges** have been assigned to you under the "My Personal Challenges" section of the "My Activities" tab. The challenge categories are a mixture of various complementary activities that allow you to branch out and make subtle yet impactful changes to your everyday life. To complete a personal challenge, you must enter the number of unique daily entries on the card. Completing any of the **four personal challenges counts as one of the required activities for the medical contribution discount**, and you can earn a max of one activity completion for this activity type.



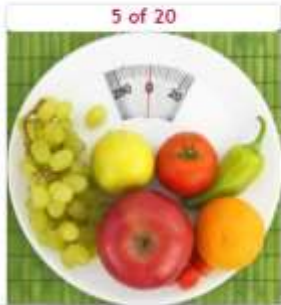
COMPANY-WIDE CHALLENGES

These challenges will appear as an activity card in the "My Company-Wide Challenges" section of the "My Activities" tab. You can make entries required for the challenge once it has started. You can also connect your fitness tracking device to sync and record the entries. Each challenge completion counts as one activity, and you can earn a max of three activity completions for the \$100 incentive requirements. **Note that each of the challenges will appear closer to the launch of the challenge.**

The **Make Your Move** activity challenge will begin on November 1st and end on December 15th. To complete the challenge, you must log your daily exercise minutes for at least twenty days.

The **Biggest Loser** weight loss challenge will begin on March 1st and end on April 15th. You must log your daily weight entries for at least twenty days to complete the challenge.

The **Take a Hike** walk/jog/run challenge will begin on July 1st and end on August 15th. To complete the challenge, you must log your daily walk/jog/run mileage for at least twenty days.



5 of 20

Biggest Loser



2 of 20

Take a Hike



2 of 20

Make Your Move

COACHING

The number provided here is strictly for Coaching program. If you have any questions or issues with regard to your Clean Harbors benefits (such as enrollment, benefits details, and so on), please contact the Clean Harbors Employee Care Team at 1.844.922.5547 or email at ect@cleanharbors.com.

You have confidential access to health coaches as part of your comprehensive wellness program. All health educators have a master's degree in a health-related field and are certified Health Coaches and Tobacco Cessation Facilitators. Coaching is available in both English and Spanish. It will help you maintain a "culture of health" throughout the year. Call and speak to your health coach today at **800.882.2109**. Please mention that you are part of the Clean Harbors wellness program. Completing a coached program counts as one activity, and you can earn a max of three activity completions to count toward the \$100 incentive.

Available Coaching Programs

- **UFuel:** Our nutritional intake affects every aspect of our well-being including our energy levels, risk of developing chronic disease and our physical performance. Participants learn how to fuel their body for health, weight management, optimal sports performance and disease prevention.
- **UMove:** Lack of physical activity is a risk factor that contributes to a decreased quality of life. Participants will work with their health coach to design a personal fitness program to meet their needs. If someone is a beginner, or they want to increase their strength and endurance, or are somewhere in between, working with a personal health coach can help them meet their fitness goals.
- **UFit:** Even active people can benefit from health coaching in this advanced program. Participants work with their health coach in fine-tuning their exercise and nutrition routines, and even explore other aspects of their life which may be impacting their performance in their favorite sport or hobby.

- **UBalance:** Health and well-being encompass much more than just our physical state. Our ability to manage our stress well, to balance our work and personal responsibilities, get enough restful sleep and keep our energy levels up are key to good health. A personal health coach can help participants find balance and return the vitality to their life.
- **UBody:** Reaching and maintaining a healthy weight has many benefits including reducing the risk of heart disease, diabetes, and sleep apnea. Being at a healthy weight increases energy levels allowing for participation in all the things we enjoy about life. In collaboration with their health coach participants will analyze their eating habits and physical activity habits to design a weight management program that is the perfect fit!
- **UPlusOne:** Planning a pregnancy and being pregnant are exciting and overwhelming times in a person's life. Future moms and dads learn what they can do before and during pregnancy to ensure a healthy and safe pregnancy and baby.
- **UBeat:** Keeping our heart healthy should be on everyone's list of top priorities. High blood pressure, high cholesterol and diabetes are preventable and treatable conditions that affect the health of our heart. Participants learn how to prevent these conditions or how to live a healthy life with these conditions as they explore their eating, physical activity, and stress habits.
- **URest:** Research shows many people sleep less than six hours a night, and 75% of us have frequent sleep difficulties at least a few nights per week. Chronic sleep loss can contribute to health problems such as weight gain, high blood pressure, and a decrease in the immune system's power. Participants learn skills to help improve the amount and quality of sleep, leading to more energy and an improved quality of life.

My Screening And Coaching



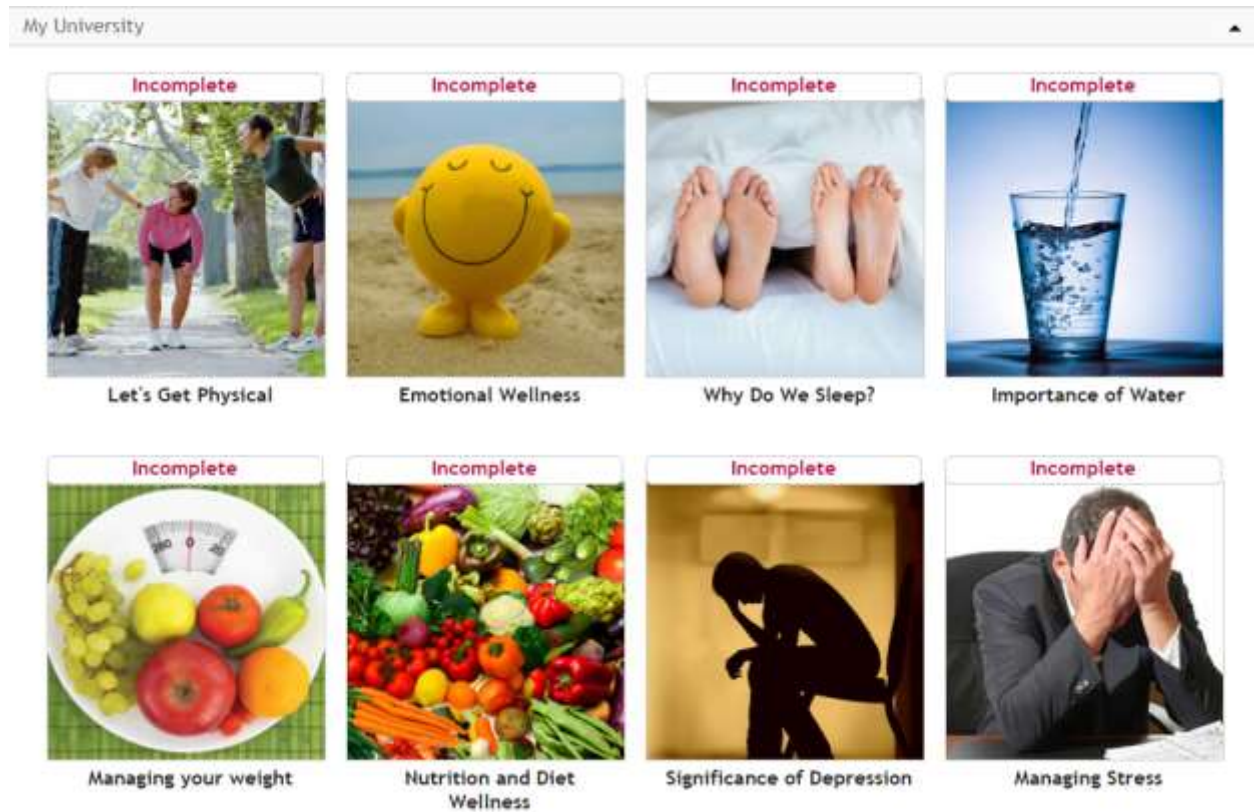
Preventive Screening



Coaching

MY UNIVERSITY

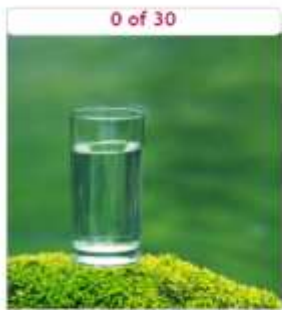
Forty-eight educational activity cards across multiple wellness areas are available under the "My University" section of the "My Activities" tab. Each card has two-page reading content and may include a video to watch. **Ten education card completions count as one activity**, and you can earn a maximum of three activity completions to count toward the \$100 incentive.



TRACK YOUR ACTIVITY

Six activity tracker cards are available under the "My Trackers" section of the "My Activities" tab. The trackers allow you to track your water, veggies, fruit consumption, sleep, mood, and volunteering time. To complete a tracker, you must enter the number of unique daily entries on the card. The tracker lists your progress and allows up to the past four days' entries if you missed the day. You can also connect your sleep tracking device to sync under "Settings/Apps & Device" and record the entries for the sleep tracker. Each tracker completion counts as one activity, and you can earn a max of three activity completions to count toward the \$100 incentive.

My Trackers



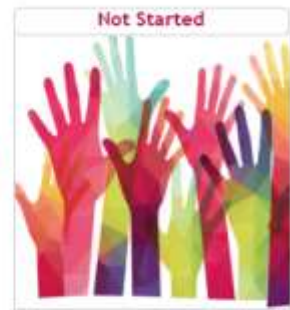
Water Tracker



My Mood



Fruit Tracker



Volunteer



Sleep Tracker



Veggie Tracker

COMMON QUESTIONS?

Where can I find the Clean Harbors wellness program?

All eligible employees will receive a welcome email from the Clean Harbors Wellness program support team at Healthper, with a link to the member portal and their login credentials.

- Go to <https://cleanharbors.healthper.com> and login, from your computer or mobile device (Apple iOS and Android are supported).

Note that if you are accessing your account for the first time, the default username and password is as below:

Username: Your six-digit employee id

Example: 123456, 000046

Note that if your employee id is 0046, your six-digit employee id is 000046, prefixed with 0's for missing digits.

Password: SSSSMDD

SSSS is the last four digits of your SSN, MM is your 2-digit birth month, DD is your 2-digit day of birth.

i.e., If your SSN is 123456789 and date of birth is January 18, 1980, then your password is 67890118.

Enrollment Code: CHUSA

Note that you need this code when accessing the mobile app for the first time.

If you still have questions about the wellness program, please email us at CleanHarborsSupport@healthper.com.

Why do I see a second activity assigned for the coaching program?

You can engage with the coach for any of the available programs any number of times. Once you complete a coaching program, one coaching activity card is completed, and a second coaching activity card is assigned to track the second coaching program you can participate in. After completing a coaching program, it may take up to 2 weeks for the status to be changed on the coaching activity card.

How can I download and install the mobile app?

"Healthper" mobile apps by Healthper USA, Inc. are available on Apple Store for iOS devices and Google Play for android devices. Note that you must use the enrollment code **CHUSA** to access the login screen, where you can input your username and password.



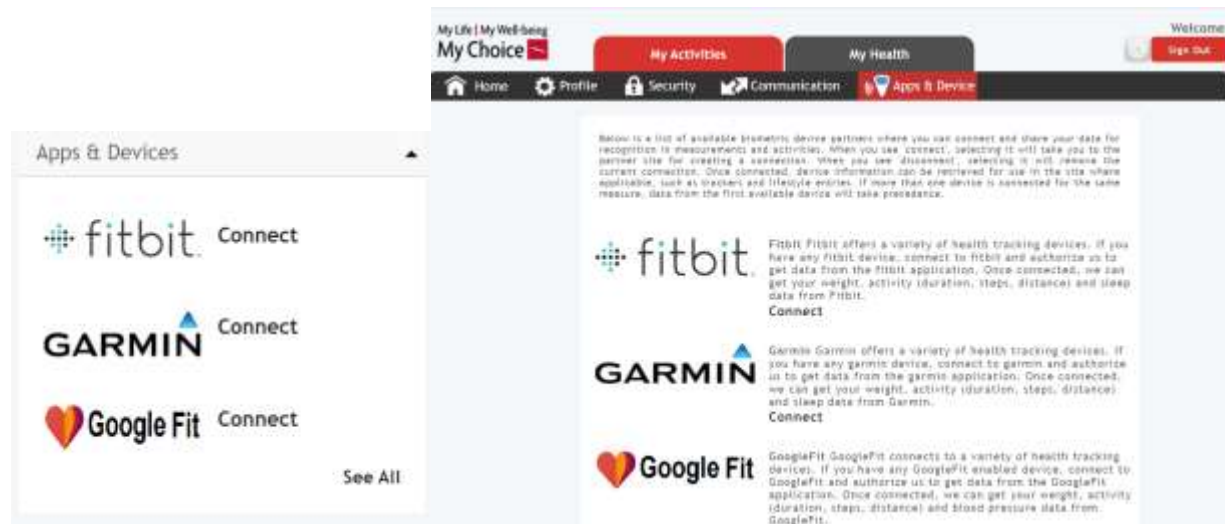
Here are the direct links for the apps:

Apple Store: <https://apps.apple.com/us/app/healthper/id504706013>

Google Play: <https://play.google.com/store/apps/details?id=com.healthper.live&pli=1>

How can I connect my fitness tracker?

You can connect your fitness tracker under the “Settings/Apps & Device” section. If you have more than one tracker, note that you will only be available to connect one metric per tracker. Once connected the data is automatically synchronized when you sync your device to the device app. Note that certain trackers are synchronized nightly.



Limitations:

Apple Healthkit: If you are using the Healthper mobile app on an Apple iOS device, you will have the option to connect to the Healthkit app to sync the data.

Google Fit: Connecting to Google Fit is not available inside the Healthper mobile app on android device. You can connect to Google Fit using the browser version of CleanHarbors.Healthper.Com.