

2027 Benefit Changes

Be Healthy Reward Updates

New Ways to Earn Rewards Beginning Jan. 1, 2027

Activity	New Employee Reward	New Spouse Reward
- Track calories 20 days in a month - Track sleep 20 days in a month - Track 7,000 steps OR 15 active minutes OR 15 workout minutes 20 days/month	\$25 each; Complete any combination of these activities up to 8 times for a maximum of \$200	\$10 each; Complete any combination of these activities up to 8 times for a maximum of \$80
- Complete a Personify Health Journey - Complete a Personify Health Spotlight Challenge	\$10 each; Complete any combination of these activities up to 5 times for a maximum of \$50	\$5 each; Complete any combination of these activities up to 5 times for a maximum of \$25
Skin Cancer Screening	\$50	\$25
Cervical Cancer Screening	\$50	\$25
Complete the Fidelity Financial Wellness Checkup	\$25	N/A

Activities Ending Dec. 31, 2026

Activity
Complete a SoFi Financial Planning Session

NOTES:

- To earn a *Be Healthy* reward in 2027, you must be enrolled in medical coverage through Texas Health.
- Additional information on how to complete these activities will be available on BeHealthyTHR.org beginning Jan. 1.