

2020

What's New at Nestlé



WE RECENTLY INTRODUCED our new medical carrier, CareFirst BlueCross BlueShield (CareFirst). In 2020, CareFirst replaces UnitedHealthcare (UHC). You may be wondering what UHC programs are staying, what other changes are coming, and what is staying the same. The following chart outlines our benefit and wellbeing programs and what they look like in 2020. Be sure to explore [Healthworksatnestle.com](https://healthworksatnestle.com) for detailed information including eligibility about Nestlé's benefits and wellbeing programs.

A look at what's changing and what's staying the same in 2020.

| 2019 Benefit | 2020 Benefit | What You Need to Know |
|---|---|--|
| National Medical Plans through UnitedHealthcare (UHC) | National Medical Plans through CareFirst BlueCross BlueShield | <ul style="list-style-type: none"> Check if your medical provider is in network by calling CareFirst at 1-833-502-9928 You will receive your new medical ID card by early January. Make sure to share with your medical providers Keep your UHC medical ID card in case you want to access past medical claims (available at myuhc.com until 06/30/21) |
| Wellness through Rally | Wellness through Sharecare | <ul style="list-style-type: none"> Sharecare, your new health and wellness engagement platform, provides personalized resources to live your healthiest life Get started at carefirst.com/sharecare after 1/1/20 Use your Rally coins on public sweepstakes through 03/31/20. The Nestlé private sweepstakes ends on 12/31/19 |
| Healthy Rewards through Rally | Healthy Rewards through Sharecare | <ul style="list-style-type: none"> Healthy Rewards steps and incentive stay the same Check the Healthy Rewards activities you completed in 2019 for 2020 Healthy Rewards via your Rally account until 3/31/2020 |
| Employee Assistance Program (EAP) through Optum | Employee Assistance Program (EAP) through Magellan | <ul style="list-style-type: none"> Same great EAP benefit and services. Check out Healthworksatnestle.com If you are currently engaged in a session through EAP Optum, the service terminates on December 31, 2019. Please contact Magellan at 1-833-502-9928 and select option #2 to start your services with Magellan |

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| Real Appeal | Real Appeal | <ul style="list-style-type: none"> Real Appeal, our virtual weight loss program is still available for current participants, and new! |
| Zipongo | CareFirst nutrition programs | <ul style="list-style-type: none"> CareFirst offers engaging nutrition tools and resources, including the option to make a video appointment with a registered dietitian Zipongo will not be available as of 1/1/20 My Healthy Weight provides nutritional counseling and is paid for when using in-network providers |
| Best Doctors | Best Doctors | <ul style="list-style-type: none"> Through Best Doctors, you can get a second opinion, get answers to basic questions about a diagnosis and treatment options, or find a specialist in your area — no changes to your experience |
| Personal Coaching through Optum | Personal Coaching through CareFirst | <ul style="list-style-type: none"> If you are currently engaged with a coach through Optum, you will need to change to CareFirst |
| Disease Management through Optum | Disease Management through CareFirst | <ul style="list-style-type: none"> If you are currently engaged in a Disease Management program through Optum, you will need to change to CareFirst |
| Quit For Life through UHC | Craving to Quit through CareFirst | <ul style="list-style-type: none"> Getting help to stop tobacco use is important and will continue to be offered to Nestlé employees and eligible family members Enroll via the Sharecare portal online |
| Virtual Visits through UHC | Video Visits through CareFirst | <ul style="list-style-type: none"> CareFirst offers Video Visits through Amwell for minor medical issues and mental health questions and concerns Download the CareFirst Video Visits app for use in 2020 |
| Maternity Support through UHC | Maternity Support through CareFirst | <ul style="list-style-type: none"> For pregnancy questions and concerns, call CareFirst customer support at 1-833-502-9928 |
| Substance Abuse Support through Optum | Substance Abuse Support through CareFirst | <ul style="list-style-type: none"> CareFirst offers Substance Use Support with a Crisis Hotline at 1-833-502-9928 and select option #7 |
| Health Savings Account through UnitedHealthcare Optum | Health Savings Account through Optum Bank | <ul style="list-style-type: none"> You will maintain your Health Savings Account (HSA), so please keep your debit card. You will receive a new card when your current one expires Call CareFirst at 1-833-502-9928 and select option #4 to reach Optum Bank More detailed information about HSAs coming in 2020 |
| Flexible Spending Account (FSA) through UnitedHealthcare Optum | Flexible Savings Accounts through Optum Bank | <ul style="list-style-type: none"> Call CareFirst at 1-833-502-9928 and select option #5 to reach Optum Bank You will receive two new debit cards, both in the employee's name. Your spouse/domestic partner can sign the back of one of the cards in order to be considered an authorized user In-network claims will be automatically reimbursed to the employee More detailed information about FSAs coming in 2020 |