

GrafTech Wellness Program FAQ

GENERAL INFORMATION

- What is GraFit?
 - GraFit is the name of GrafTech's Employee Wellness program.

- Who is PeopleOne Health?
 - PeopleOne Health, formerly known as Spark360, is our partner that powers the PeopleOne Health wellness portal and provides wellness coaching/navigation services.

- How can I access my PeopleOne Health wellness portal?
 - Visit portal.PeopleOneHealth.com, create an account with your GrafTech email and follow the on-screen prompts.
 - Take your wellness program on-the-go!
 - Download the "PeopleOne Health" app in GooglePlay or the App store
 - You can access everything within your wellness program, within your mobile app

- What if I am experiencing issues with my PeopleOne Health portal account?
 - We have a helpline for that! Call (888) 330-6891 or email support@PeopleOneHealth.com.

- What if I have questions that are not covered in this FAQ?
 - If you have questions about your GraFit program that have not been answered in this document, you may contact your PeopleOne Health Coach Care Navigator, Kerri Holdash at (888) 330-6891 x 704. You may also reach out to your Human Resources department.



GraTech Wellness Program FAQ (Cont.)

PROGRAM REQUIREMENTS AND INCENTIVES

- What do I get for participating in the GraFit Program?
 - You can earn *up to* \$600. See below for more details.
 - Complete an annual preventive care visit with your primary care physician and submit your Preventive Care Sign-Off between **December 2, 2021 - December 1, 2022** to earn your **\$300 premium incentive**.
 - For each quarter that you complete one of the following items, you will earn a **\$75 cash incentive – up to \$300 total for the year**.
 - Health coaching session – in-person, telephonic or virtual
 - Lunch and learn
 - Raffle opportunities: Each quarter you can participate in a wellness-related activity in exchange for a raffle entry to win an awesome prize!
- When will I get my incentives for participating in the GraFit Program?
 - The \$300 health insurance premium incentive will be paid out in 2023.
 - The cash incentive (*up to* \$300) for quarterly participation in health coaching and/or lunch and learns will be awarded at the end of 2022.
- I watched the lunch and learn, and I completed the quiz. I don't see my credit in the PeopleOne Health portal. Why?
 - Credit for participation in this activity will not show immediately after you complete it. Please allow time for processing.
- There is something called the Fitness Game in the portal. What is it? Do I earn any incentives for participating?
 - This game is intentionally designed to help everyone from fitness beginners to busy professionals and parents to serious athletes. This is not your traditional wellness “challenge” - there are no start or end dates. The Fitness Game is a standalone fitness tracker that is “always on,” for you to set individualized activity goals and track progress.
 - You will not earn any monetary incentives through the GraFit program for your participation in the Fitness Game. However, you are encouraged to utilize this feature to set individual goals and improve your health!

GrafTech Wellness Program FAQ (Cont.)

PREVENTIVE CARE

- How do I earn credit for my annual preventive care visit?
 - Schedule and attend your annual preventive care visit or annual OB/GYN visit! In addition to attending your appointment, you must have your provider complete your Preventive Care Sign-Off which has been linked in your PeopleOne Health portal. Then, upload your completed form in the portal by December 1, 2022. Please note: your visit must occur between December 2, 2021 and December 1, 2022. Using the PeopleOne Health app? Feel free to complete your form, snap a photo and upload using the app!
- For additional questions regarding preventive care, contact Human Resources at your location.
 - Brooklyn Heights: Dennis Robinson at dennis.robinson@graftech.com or (216) 676-2002
 - Seadrift: Jay Cuellar at jay.cuellar@seadriftcoke.com or (361) 552-8354
 - St. Mary's: Erica Hayes at erica.hayes@graftech.com or (814) 781-2207



GrafTech Wellness Program FAQ (Cont.)

COACHING

- Who is my wellness coach?
 - Your wellness coach depends on your worksite location. See below for details:
 - Brooklyn Hts, OH - Kerri Holdash
 - St. Mary's, PA - Leann Newell & Becky Herzing
 - Seadrift, TX - Dr. Tim McFarland & Meredith Caruso
 - If you're unable to connect with your designated coach, Kerri Holdash is available for telephonic and virtual coaching for all GrafTech locations.

- What can I expect during a wellness coaching session?
 - Your coaching sessions are guided by you! You can choose how you would like to use your time. You may want to focus on one specific goal, discuss your overall health, or identify several areas of your health and well-being you would like to work on. Common topics covered during coaching sessions include:
 - Anthem benefits and resources
 - Hypertension
 - Hydration
 - Mental health
 - Nutrition
 - Stress management
 - Physical activity
 - Sleep
 - Smoking/tobacco cessation
 - Weight management

- May I only speak with my wellness coach once per quarter?
 - No! You are able to use your coach as a resource as often as you'd like. It might be helpful to schedule regular check-ins with your coach (every 2-3 weeks or monthly) to hold yourself accountable while working towards your health goals. You can find details on scheduling with your coach in the PeopleOne Health portal; scheduling process may differ by location.

GrafTech Wellness Program FAQ (Cont.)

WELLNESS CHALLENGES

- What is a wellness challenge?
 - Wellness challenges may be open throughout the year. Wellness challenges are an opportunity to compete against yourself (i.e. by setting individual goals) or amongst other employees while encouraging positive lifestyle behaviors. If a wellness challenge is upcoming or open, see the “Challenges” tab in the left menu of your PeopleOne Health homepage, below “My Company” for more information. If you are not seeing this then this means that there is not a upcoming challenge at the time. Keep an eye out for communications from HR or through portal messaging.
- How do I sign up for wellness challenge reminders?
 - You can enroll in app push notifications, SMS text messages or emails to send you a daily reminder to track for the challenge. Enrollment for notification will not be available until the challenge begins. At that time, you can log into the portal or the app, tap on “menu” (3 horizontal lines in the top left corner), tap on “challenges” and then tap on the challenge you’d like reminders for. Underneath the challenge goal, you will see a message that states whether or not you are enrolled in the notifications for that challenge. Tap on that message and follow the prompts to choose your challenge notification preferences. Once you sign up, you’ll receive a notification message at the frequency you determine.