2026 Wellness Program Guide: Non-Enrolled Employees

GRAFIT

join.personifyhealth.com/GrafTech

Download the app.



Earn 250 points for your first login to the mobile app.

ENROLL IN PERSONIFY HEALTH

Signing up is easy

Program Deadline
12/01/2026

We'll help you make small, everyday changes for your wellbeing and focus on the areas you want to improve the most. Signing up is simple. Visit **join.personifyhealth.com/GrafTech** or open the app and select **Create Account**.

Download the app.

Follow the progress bar as you complete these easy steps:

- Identify
- Agree
- Create
- Finish

Tell us who you are. We'll ask for a few details about you and your sponsor organization to check your eligibility. Some of the fields may already be filled.

Legal and privacy. Review and agree to the rules, data collection and privacy policy.

Create your account. Add your email, make a password and give us some additional details to customize your experience.

You're all set. Your account is ready. Click **Take Me There** to sign in.

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Participating in our wellness program can earn you $$

PERSONIFY HEALTH

Build a better you

We'll help you make small, everyday changes for your wellbeing and focus on the areas you want to improve the most. When you stick to our program, you'll build healthy habits, have fun with coworkers and experience the lifelong rewards of better health and wellbeing.

- Employees not enrolled in the medical plan can earn up to $300 in Rewards Cash
- You'll have access to personalized tools and support to meet your wellbeing goals.

What's in it for you?

All employees are eligible to participate in the wellbeing program and earn rewards. You can earn an incentive when you complete your Annual Physical/Biometric Screening and every time you reach a new point level. ***See page seven (7) for more details.***

Program Deadline 12/01/2026

Please note that this program is voluntary. Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Human Resources, and we will work with you (and, if you wish, with your doctor) to establish an alternative goal with the same reward that is right for you in light of your health status.

GRAFIT

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Step 1 **Sign up for your Personify Health account** by going to **join.personifyhealth.com/GrafTech**. Already a member? Sign in at **app.personifyhealth.com**.

Step 2 **Accept the terms and conditions**, and choose your email preferences to get the latest tips and information.

Step 3 **Connect a device or app** to get credit for your wellbeing activities like steps and sleep. We sync with many trackers, such as Max GO, Apple Watch, Fitbit and MyFitnessPal, just to name a few.

Step 4 **Upload a profile picture.**

Step 5 **Set your interests** to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!

Step 6 **Download the Personify Health mobile app** for iOS or Android. Access your account and track your activity anywhere, anytime. Turn on your notifications to stay motivated and get friendly reminders.

Step 7 **Select the Health icon, then Rewards** to review the ways you can earn points in your 2026 wellness program.

Get the app:

With the Personify Health app you can:

Get healthy tips

Complete your Daily Cards and explore new ways to eat better and improve your overall wellbeing. Try Journeys® to take small steps that lead to healthy habits.

Compete in challenges

Rally your coworkers for the latest healthy habit challenge!

Track your progress

- Record your steps and other activities.
- Check your status and milestones.
- Track your Healthy Habits.

Sync your activity

Automatically sync information from another device or app to your Personify Health app—and earn even more!



Don’t miss out!

To get the most out of your mobile experience, **go to your phone’s settings and turn on notifications** for your Personify Health app. You’ll get encouraging reminders and learn about upcoming notifications and more.

Syncing is the simple process of uploading information from an activity tracker to the mobile app, so it’s all in one place. Be sure to sign in to your Personify Health app **at least once a week** so your data syncs and counts toward your activity goals.

Connect a device or app

Download the Personify Health app, then follow these easy steps:

1



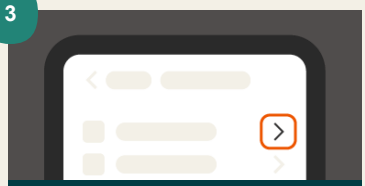
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Click **Devices & Apps**.

3



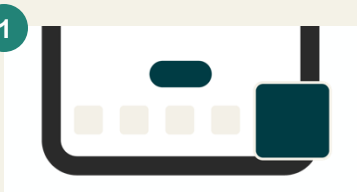
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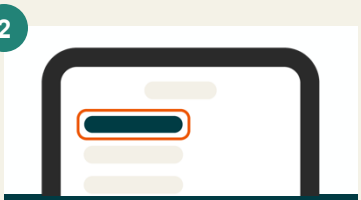
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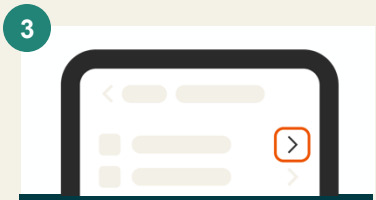
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Click **Devices & Apps**.

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Choose a device or app and click **Connect**.

Compatible devices and apps

Personify Health supports a variety of tracking devices and apps that will help you get credit for validated steps, active minutes, sleep, meditation sessions and more. So, pick your favorites, connect them to your account and start tracking your activity. Sign in to your account to see all of the options available to you. Here are just a few:

Syncing is the simple process of uploading information from an activity tracker to the mobile app, so it's all in one place. **Be sure to sign in to your app at least once every 14 days so your data syncs and counts toward your activity goals.**

myfitnesspal

Apple Health

STRAVA

WITHINGS

MAX GO

Google Fit

GARMIN

iHealth

SAMSUNG Health

fitbit

POLAR

ŌURA

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Rewards for Non-Enrolled Employees

It's easy to earn rewards by making healthy decisions. The more you make, the more you'll earn. You will have the opportunity to earn **up to $300 Rewards Cash**. Earn a $100 Rewards Cash incentive when you complete your Annual Physical/Biometric screening and additional incentives every time you reach a new point level.

You Can Earn up to $300 Rewards Cash!

By completing your Annual Physical/Biometric Screening, you will receive $100 Rewards Cash. In addition, incentives can be earned at the following point levels:

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
Points	10,000	30,000	45,000	60,000
Rewards	$50 Rewards Cash	$50 Rewards Cash	$50 Rewards Cash	$50 Rewards Cash

Ways to earn:

Look for **How to Earn** in your account for a complete list of all the ways you can earn points.

	Do healthy things:	Earn points:
Getting started	Complete registration	100
	First login to mobile app	250
	Connect first activity device	200
	Complete the Health Check survey	500
Daily	Upload steps from your activity tracker (per 1,000 steps)	10
	Do your Daily Cards (2 per day)	20
	Track your Healthy Habits (3 per day)	10
Monthly	Win the promoted Healthy Habit challenge	200
	★ Track Healthy Habits 20 days in a month	300
	★ 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	400
Quarterly	Complete a Journey (3 per quarter)	500
	Complete a Health Coaching session with our GrafTech medical provider	250
	Set your Interests	100
Yearly	Set a wellbeing goal	200
	Complete Annual Physical/Biometric Screening	5,000
	Complete the Nicotine-Free Agreement	100

Earn bonus points!

Signing in and completing activities daily really pays off. Look for activities with a star. Engaging in these activities multiple times in a month earns you extra points.

GraFit

Engage in activities that fit your interests

Learn easy ways to get more active, eat well, and manage life's ups and downs—every day!

Challenges
Rally your coworkers for the latest Healthy Habit Challenge! Challenges occur once per month for one week. Additional challenges will occur during the program year.

Daily Cards
Every day we'll send you two new tips to help you live well. Plus, we'll make sure they're about the areas that interest you the most.

Journeys®
Want to exercise more? Better manage a health issue? Now you can use our digital coaching tool to make simple changes to your health, one small step at a time.

My Care Checklist
My Care Checklist is a handy healthcare tracker that assists you in managing your health by keeping track of well visits and recommended screenings based on your age and gender—all in one place.

Pillars
Get straight to the information that matters to you the most. Pillars make it easy to find content that is important to you and provide quick access to many helpful tools and resources.

Media
The video library not only houses videos applicable to assist you on your wellness journey but offers a monthly webinar.

Recipes
Get ideas for healthy meals, build a shopping list, and make a weekly meal plan. Healthy eating is easier when you have the help of an app!

Shoutouts
Support a colleague or friend with a message of thanks or appreciation using the Shoutout feature.

Social Groups
Getting healthier and learning something new is easier with friends. Join a group to stay motivated, chat with others and achieve goals together.

Have questions? We're here to help.

- Check out **support.personifyhealth.com**
  Live chat: Monday–Friday, 2 am–9 pm ET
- Give us a call: 888-671-9395
  Monday–Friday, 8 am–9 pm ET
- Send us an email:
  support@personifyhealth.com

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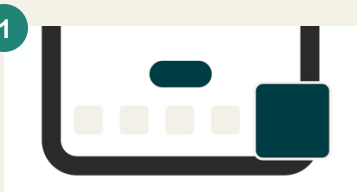
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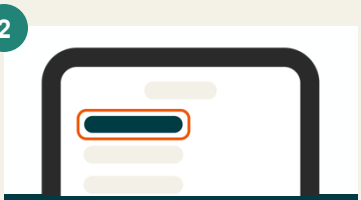
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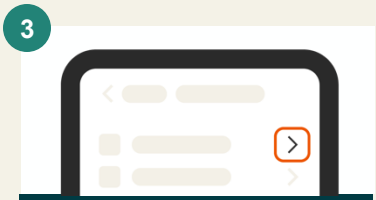
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iHealth

SAMSUNG Health

fitbit

POLAR

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Use Rewards Cash to receive e-gift cards from the following vendors:

- Adidas
- Advance Auto Parts
- Amazon
- AMC
- Apple Store
- Athleta
- Barnes & Noble
- Bass Pro Shops
- Cabela's
- Callaway
- Columbia
- CVS Pharmacy
- Delta Airlines
- eBay
- Fanatics.com
- Footlocker
- GameStop
- GAP
- Google Play
- Groupon
- Hotels.com
- Kohl's
- Macy's
- Nike
- Nintendo Shop
- Nordstrom
- Petco
- PlayStation Store
- Regal
- Starbucks
- Target
- The Home Depot
- TJX (T.J. Maxx, Marshalls, HomeGoods, Sierra Trading Post)
- Top Golf
- Under Armour
- Visa
- Xbox
- 1-800-Flowers.com



(This list of cards is subject to change)

*Gift card fulfillment cost are built into the amount of the gift card. Please note: U.S. List shown only; gift card offerings and rewards may vary from country to country

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