Raytheon employees and eligible spouses will have even more opportunities to earn a Wellness Reward in 2017 through the updated LiveWell program, powered by Virgin Pulse. LiveWell is an exciting and interactive Web-based platform. The voluntary program offers digital tools to support and reward individuals for being more active, getting more sleep, eating nutritious foods and taking care of their personal health.

Frequently Asked Questions

Q: What is the Wellness Reward program?
A: The Wellness Reward program is an innovative activity and wellness program. Raytheon employees and eligible spouses can earn rewards of up to $250 between Jan. 1, 2017 and Dec. 31, 2017 for meeting activity targets and tracking healthy behaviors.

Q: Who can earn a 2017 Wellness Reward?
A: All benefits-eligible Raytheon employees working 20 hours or more can earn a Wellness Reward, regardless of whether they are on a Raytheon medical plan. Spouses enrolled in a Raytheon-sponsored medical plan are also eligible for the reward.

Q: What do I do to earn a 2017 Wellness Reward?
A: Throughout the year, you will have the opportunity to earn points to reach various levels in the program. Points can be earned by tracking your physical activity, nutrition, healthy habits, participating in challenges, receiving an on-site health screening or submitting an Exam Confirmation Form, getting a Flu Shot and so much more. A reward is earned each time you achieve a level (four total) during the year.

Q: How do I redeem my award?
A: Rewards are redeemable through the online store for gift cards, direct deposit to your bank account, activity tracking devices and other health-related items. Points are reset at the end of the year, but the money you earn remains in your account until you decide to redeem it.

Q: When can I redeem the Wellness Rewards I earn through the Virgin Pulse website?
A: You can redeem the Wellness Reward points as soon you earn them, wait until the end of the year and redeem the reward all at once, or keep the money in your account and it will roll over to the following year.

Q: Can I earn the full $250 Wellness Reward at the beginning of the year?
A: No. This is a year-long program with incremental rewards available as each Level is achieved — totaling up to $250 for the year.

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Total 2016 Wellness Reward</th>
</tr>
</thead>
<tbody>
<tr>
<td>12,000 points</td>
<td>24,000 points</td>
<td>36,000 points</td>
<td>50,000 points</td>
<td>$60 $60 $60 $70 $250</td>
</tr>
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Q: Why do employees have to do so many things to earn their $250?
A: The Wellness Reward program allows everyone to earn points and redeem their rewards at any time. This is based on all the research and studies that show ongoing participation in healthy behaviors have better results to help individuals maintain or improve their health and well-being. Personal well-being can’t be accomplished by focusing on it one day a year; it must be ongoing. This program reflects that concept by giving participants various choices and options. Raytheon’s Wellness program will continue to evolve as we learn more about wellness and the industry improves solutions and offerings. We will also continue to listen to employees’ feedback while encouraging all to stretch and try new things. We understand this program is asking you to check in on your health and well-being daily or several times a week, but we feel a few minutes a day is well spent on you!

Q: Is my personal health information kept confidential?
A: Absolutely. Raytheon and Virgin Pulse follow all appropriate guidelines in protecting the privacy of health information. No one at Raytheon will see the results of any employee’s participation in any company-sponsored wellness program or any other personal health information.

Q: Are Wellness Reward earnings taxable?
A: Yes. The IRS views the Wellness Reward as taxable income. Rewards are taxable at the time they are earned. Taxes will be deducted from your paycheck when you earn your reward. When you redeem the rewards they will not be taxed again.

Q: How do I register for the program?
A: Visit http://engage.virginpulse.com/raytheon to register. Employees click on the “US Employees & Premise Contractors Enroll Now” button at the bottom of the page to enroll. Spouses click on the “Spouses Enroll Now” button. From the welcome page, click on the “Click to Start” button. Fill in the registration information, choose a password and accept the privacy policy and membership agreement. Click “Let’s get started” to complete the registration process.

Q: How do I log in to my account after registering?
A: To log out of your account, click on your profile picture, move your cursor down to “Log Out” and click.

Q: How do I get an activity tracker?
A: After you achieve Level 1, you will receive a monetary reward. The reward money can be used in the Virgin Pulse ecommerce store to purchase a Max Activity Tracker ($24.99 plus tax) or another activity device of your choice.

Q: If I already own an activity tracking device, can I use it to sync my fitness data onto the Virgin Pulse website?
A: The LiveWell site works with many tracking devices and apps. See the chart below for a list of compatible fitness devices and apps. You can link as many devices and apps as you wish. The points you earn will be based on the device or app recording the highest activity. For a complete and updated list, please check the Virgin Pulse Support site.

**Activity Tracking Devices**
- Virgin Pulse MAX
- Misfit (Shine, Shine 2, Speedo Shine, Ray and Flash)
- Fitbit (Alta, Blaze, Flex, Zip, One, Charge, Charge HR, Surge and Force)
- Jawbone (UP, UP2, UP3, UP4, UP24 and UP Move)
- Garmin (Vivofit, Smart, Smart HR, Active, Active HR and Fenix)
- Polar (FT7, FT60, RS300X, RCX5, RCX5 G5, RC3 GPS, RC3 GPS HR and Beat with H7 heart rate sensor)
- Apple Watch

**Health and Fitness Apps**
- Virgin Pulse App for iOS and Android
- MyFitnessPal
- Moves
- Endomondo
- Sleep Time
- S Health

Q: How can I get activity points if I work in a closed area and cannot wear a tracking device or use a phone app?
A: Whether you work in a closed area or have a desk job that gives you limited opportunities to be active at work, there are lots of ways to be active outside of Raytheon. Plan to get your physical activity before or after work. Accumulating steps can be as simple as a brisk 10-minute walk before work, a 10-minute walk at lunch and a 10-minute walk after work. That’s all it takes to add 30 minutes of activity a day to your routine. You can also manually record your activity on the Virgin Pulse site.

Q: How do I log out of my LiveWell account?
A: To log out of your account, click on your profile picture, move your cursor down to “Log Out” and click.

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Q: When should I register?
A: The program kicks off on Jan. 1, 2017. Employees and eligible spouses can register at any time. The sooner you register, the more time you have to earn points that translate into rewards. If you participated in 2016, you do not need to re-register.
Add the “Get a Workout” tracker to your Healthy Habits trackers. When manually entered:
- Workout of 30–59 minutes = 30 points
- Workout of 60–89 minutes = 60 points
- Workout of more than 90 minutes = 100 points

Q: Where can I go for more information?
A: You can contact Virgin Pulse by phone, email or live chat with customer service. Within the LiveWell site, you can select “Contact Us” at the bottom of the page, click on “Support Page” in the dialogue box, or click on the “Chat” tab located on the side of your program page to live chat with a Virgin Pulse representative. You can also call Virgin Pulse customer service at 888-472-5889.

Q: Who can I contact if Virgin Pulse is unable to help with a problem within the website or Wellness Reward program?
A: Please email your issue, including your contact information, to wellnessreward@raytheon.com.

Q: Is there an app that I can download on my smartphone for the LiveWell program?
A: Yes. The Virgin Pulse app can be downloaded to your personal smartphone through the Apple App Store. You can also download the app to your Raytheon Company phone through the Raytheon AppStore.

Q: What happens if I take a Leave of Absence (LOA)?
A: Employees taking an LOA will have access to the Virgin Pulse website but will not have the opportunity to earn points toward the Wellness Reward during a leave. Spouses of employees out on LOA are also not eligible to earn points toward the Wellness Reward while the employee is on leave. You will not lose any previously earned reward.

Q: What happens to my Virgin Pulse account if I leave Raytheon?
A: Your account will close if you leave Raytheon. You will receive any unredeemed rewards in the form of a Visa Gift Card.

Q: What happens to my Wellness Reward cash balance if I don’t redeem it all within the year?
A: Any Wellness Reward balance remaining at the end of the year will roll over to the following year.

Q: What activities can I do to earn points?
A: Participants can earn points through a variety of activities — a complete list can be found on the Virgin Pulse website — Rewards > How to Earn. Below is a sample of activities and their corresponding point value. You choose the activities you want to participate in and set your own wellness goals.

| ONE TIME | Complete registration | One time | 250 points |
| Set your interests | Quarterly | 100 points |
| Complete nicotine-free agreement | Annually | 100 points |
| Add five friends | One time | 50 points |

| ACTIVITY Upload from activity tracker | Connect first activity device | One time | 200 points |
| 1,000 steps (max 14,000/day) | | | 10 points |
| 15 or more active minutes | Daily | | 70 points |
| 30 or more active minutes | | | 120 points |
| 45 or more active minutes | | | 140 points |

| LEARNING | Do your daily cards | Daily | 20 points |
| TRACKING HABITS | Track healthy habits (max 30 points/day) | Daily | 10 points each |
| NUTRITION | Choose your eating type | Quarterly | 250 points |
| CHALLENGES | Join in the company challenge | Quarterly | 500 points |
| GENERAL | Set a well-being goal | Annually | 250 points |
| Add a profile picture | One time | 250 points |

| CUSTOM | On-site health screening or physician confirmation form | Annually | 12,000 points |
| Health assessment | Annually | 6,000 points |
| Flu shot | Annually | 6,000 points |
**Q:** Do I need a fitness tracker to participate in the program?

**A:** No. You don’t need a tracker. You can earn points by manually entering your activity. Simply add the “Get a Workout” tracker in the Healthy Habit tracker and enter your activity and exercise minutes. If you enter activity manually and also use a tracker, you will receive the higher of the two point totals. You will not receive points for both on the same day.

Manually entered activity:
- 30–59 minutes = 30 points
- 60–89 minutes = 60 points
- More than 90 minutes = 100 points

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**Q:** Can I sync my tracker to my Raytheon computer to upload my activity?

**A:** Not at this time. You can sync your device to your personal smartphone, Raytheon smartphone or personal computer.

**Q:** I’m concerned about the Virgin Pulse privacy policy. Has this been fully vetted by Raytheon IT Privacy?

**A:** Yes. Your information is completely confidential. Virgin Pulse went through the highest level of scrutiny by our internal IT Privacy, Confidentiality and Security teams. Virgin Pulse is held to the same standards to protect employee data as any supplier that engages with Raytheon. Visit the Rprivacy Community on Rspace if you have any questions or email privacy@raytheon.com.