



2017 WELLBEING @ UNILEVER INCENTIVE HANDBOOK

Program Year: October 1, 2016 through September 30, 2017



WELLBEING @ UNILEVER



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WELLBEING @ UNILEVER

Your wellbeing is important — to you and everyone around you. Manage it well and be at your best.

Nurturing the wellbeing of our people is a key way in which Unilever's purpose and values are realized and is one of our USLP targets. We have a fundamental responsibility of caring for our employees. For this reason, Unilever created a holistic wellbeing framework: **Wellbeing@Unilever**.

Wellbeing is a sustainable state of feeling good and functioning well as a whole human being. **Holistic wellbeing requires wellbeing physically, mentally, emotionally and purposefully** (investing time and energy in things that truly motivate). Holistic wellbeing enables each individual at Unilever to realize their own potential, cope with the normal stresses of life, work productively and make the contributions they want to make at work and at home. Wellbeing is vital for sustained high performance, productivity and engagement.

Unilever provides you with access to innovative and convenient tools, resources and encouragement to help you focus on your wellbeing so you can connect to your purpose and what matters to you.

PHYSICAL

Looking after our health, fitness, diet, sleep and energy levels so we approach challenges with zeal.

- Nutrition
- Recovery
- Exercise
- Energy management

PURPOSEFUL

Identifying what really matters to us and connecting to that as much as possible in all we do.

- Personal purpose
- Connection to USLP

UNILEVER WELLBEING FRAMEWORK

MENTAL

Managing our mental choices and reactions to distractions, pressures, challenges and adversity.

- Focus
- Empowerment and agility
- Mindfulness

EMOTIONAL

Finding ways to feel positive and confidently face the challenges life throws at us.

- Positive mindset
- Self-esteem
- Inclusion

We heard you!

Wellbeing@Unilever continues to evolve and your feedback is critical to its success in becoming a permanent fixture of life at Unilever. After reviewing your feedback, we have made some changes to make it simpler and easier to earn your reward. Here are a few of the highlights:

- We reduced the number of actions that you need to engage in to earn the reward. See page 8 for more details.
- We're rethinking the incentive to make it more meaningful to you and your family (more to come on this in 2017).
- We're introducing some new programs that we believe will help inspire you to continue to be your best at work and at home, including:
 - **Real Appeal**, a weight-loss program with all the tools you need to succeed. Watch this short video at realappeal.com/video to learn more. Sign up today to earn your free wellbeing kit! See page 14 for enrollment information.
 - **Plan For Life by Fidelity**, a program that delivers financial guidance across a broad spectrum to help meet both simple and complex financial needs. It starts with a Financial Wellbeing Assessment to see where you are today to ensure you get the right support for the future. See page 16 for more information about how to access the assessment and *Plan for Life* resources.
 - **YouDecide Purchasing Power** a new, hassle-free way for employees to buy — through payroll deductions — electronics, home and patio furnishings, fashion and accessories, online education services, vacation packages and more! See page 22 for more details.

realappeal®

In the coming months, we will take a closer look at the incentive reward for 2018 to ensure it remains competitive and speaks to what you value most! Stay tuned for more updates to be shared in 2017.

Incentive Eligibility

All Unilever employees and spouses/domestic partners who are covered by an active UNICare plan can participate in the Wellbeing@Unilever program activities in this guide. Only certain individuals are eligible to access the Rally website and receive the Wellbeing@Unilever incentive reward and/or Rally Coins as outlined below.

Rewards

All active UNICare-eligible employees

are eligible to earn the Wellbeing@Unilever incentive* AND Rally Coins

Employees hired between January 1, 2017 and August 14, 2017

are eligible to earn the Wellbeing@Unilever incentive* AND Rally Coins

If you were hired between January 1, 2017 and August 14, 2017, you only need to complete the Rally Health Survey to receive the full Wellbeing@Unilever incentive.*

While the additional wellbeing actions are not required to earn the incentive, you are encouraged to participate in these additional actions for the benefit of your overall health and wellbeing.

Program Duration

To qualify and count toward your 100 percent incentive progress goal and earn the rewards, your eligible wellbeing actions must be completed between October 1, 2016, and September 30, 2017.

*Must be enrolled in a UNICare medical plan in 2018 to receive the Wellbeing@Unilever incentive.

Participation in the health actions and on Rally is strictly voluntary. Your personal health information is kept private in accordance with your plan's Notice of Privacy Practices.

Spouses and domestic partners covered by an active UNICare plan are invited to participate in the **wellbeing actions** and **resources**; however, your participation is **not eligible to earn the incentive**.



Your path to wellbeing begins here

The Wellbeing@Unilever incentive is administered on Rally, the digital health experience that uses technology* to help you engage in health and wellbeing activities that fit your preferences, health and lifestyle.

Rally features



Your Rally Age.

After you complete the health survey, you will get your personal “Rally Age.” Your Rally Age is an indicator of your overall health.



Rally Missions.

After you complete the Rally Health Survey, your responses will generate personalized Mission recommendations to help you eat better, move more, improve your mental well-being and feel better. Missions are interactive and linked to promotions, reminders and accomplishments to give you just the push you need to advance you toward your wellness goals.



Rally Coins.

To help you create healthy habits, Rally Coins are awarded every time you engage — even in small ways. Coins can be used to enter sweepstakes to win cool rewards like a bike, tablet, gift card or wearable technology.



Rally Communities.

Join and connect with others in online discussions on a variety of health and wellbeing topics.



Rally Dashboard.

Track progress on your missions and activities, coins earned, progress towards your Wellbeing@Unilever reward and more by viewing your Rally Dashboard.



Rally Health Challenges.

Compete against others in virtual walking/running courses through popular cities like Chicago and San Francisco (log into Rally to see all of the available courses). The length of each challenge varies (i.e., 3 days, 7 days, 28 days) and can be joined at any time. *These activities are voluntary and do not count toward the Wellbeing@Unilever reward progress.*

Access Rally

You can access Rally from your desktop, tablet or mobile device (via the Rally Health mobile app) for convenient, anytime access.



On your mobile device:

Download the free Rally HealthSM app to your mobile device. (Search for “Rally Health” in the app store.) Registration will be required when you access for the first time.



From your desktop or tablet:

If you **ARE ENROLLED** in a UNICare medical benefit plan:

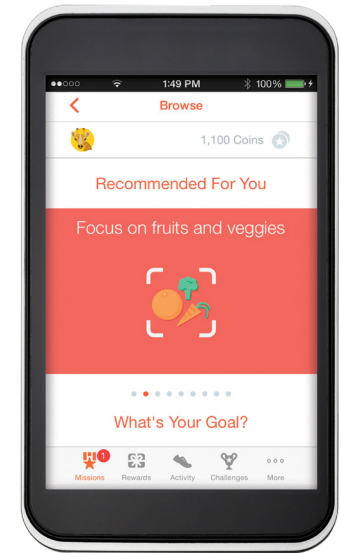
- 1 Go to **myuhc.com**[®]
- 2 Log on (registration is required for first-time users)
- 3 Select the “Health and Wellness” tab and click “Go to Rally”

If you are an employee **NOT CURRENTLY ENROLLED** in a UNICare medical benefit plan:

- 1 Go to **rally.wellbeingatunilever.com**
- 2 Complete your Rally registration (required for first-time users) and health survey.

If you are a **SPOUSE OR DOMESTIC PARTNER COVERED** by an active UNICare plan, follow the instructions (steps 1 and 2) above for employees who are not currently enrolled in a UNICare medical benefit plan.

If you need assistance with the Rally registration or login process, call **1-877-818-5826** or click “Contact Us” on the FAQ page on the Rally site. The FAQ page link can be found on the bottom of the web page.



The Rewards

New Incentives

An Incentive that speaks to you! More to come in 2017!

Rally Coins and Rewards



When you participate in Rally Missions and Challenges and even for simple steps like logging into Rally (website or app) daily, you can earn Rally Coins.

Coins can be used to enter sweepstakes for great rewards like Fitbits®, tablets and gift cards. There is a new sweepstakes reward offer added every two weeks. Each Rally drawing will list the number of coins needed for entry. Coins have no cash value.

Improved Wellbeing

- Physical
- Mental
- Emotional
- Purposeful



Your reward history on Rally

You will be able to view your reward history on Rally for the **Lamplighter healthyU** wellbeing incentive program that ended on Sept. 30, 2016. To access your history:

- Log into Rally (see page 6 for details)
- Go to the Rewards tab
- Click on “View Program”
- Find “Rewards History” and select the previous year that you want to view

If you need assistance or have questions, call **1-800-368-4718**.

The Qualifying Wellbeing Actions

Participate in qualifying wellbeing actions to achieve your 100 percent* progress goal. Pick as many actions from the table as you want, but you must reach at least 100 percent to earn the incentive.

Learn about your health status:		Incentive Progress
START HERE	Take the Rally Health Survey Get started here first and then choose from the other qualifying wellbeing actions to earn your full 100 percent incentive progress.	25%
	Complete a Biometric Screening Qualifying biometric measures include: <ul style="list-style-type: none"> Blood pressure Total cholesterol Body mass index (BMI) No tobacco use 	25%
	Complete any of the following: <ul style="list-style-type: none"> Annual Physical (anyone 18 or older) Mammogram Screening (Females 40 or older) Cervical Screening (Females 21-65 years) Colorectal Screening (anyone 50 or older) Prostate Screening (Male 50 or older) 	25% for each screening for a max of 25%
Take action to maintain or improve your health:		Incentive Progress
Complete at least nine sessions of Real Appeal Program		25%
Complete Disease Management Program (if eligible)		25%
Attest to completing the Fidelity <i>Plan for Life</i> Financial Wellbeing Assessment		25%
Complete three Rally Missions		25%

*You can go over 100%; however, your incentive stays the same. You will not earn a greater reward if you achieve more than 100%.

Some wellbeing actions may take several weeks to complete, so it's important to start early.



Achievement Examples

See how these employees each achieved wellbeing success and earned their incentive at the same time. Fill out your personal wellbeing plan today.



Ricardo* - Has chronic back pain so he doesn't get a lot of exercise. He also recently discovered he has type 2 diabetes and high blood pressure.

Wellbeing Actions	Incentive Progress
Completed the Rally Health Survey	25% +Rally Coins
Completed a biometric screening at an onsite screening event	25%
He qualified for and completed the Disease Management Program to help him better manage his diabetes	25% +Reduced his cholesterol to be within the healthy target range
He completed three Rally Missions	25% +Rally Coins
Ricardo earns his incentive!	100%



Maria* - Is generally healthy, but admits she could get more exercise and really should quit smoking.

Wellbeing Actions	Incentive Progress
Completed the Rally Health Survey	25% +Rally Coins
Completed her annual physical exam	25%
She completed at least nine Real Appeal sessions	25%
Completed the <i>Plan For Life</i> Financial Assessment	25%
Maria earns her incentive!	100%



YOU

Wellbeing Actions	Incentive Progress
YOU earn your incentive!	100%

Plan your route to wellbeing success

Your attitude, decisions and choices are integral in shaping your health and wellbeing. You decide what your success is — maybe it's to lose weight, eat healthier, quit smoking, get more sleep or all of the above. The choice is yours. There are many tools, resources and support to help you manage your wellbeing and reach your wellbeing goals.

*Employees and examples are fictional and created for illustrative purposes only.

Wellbeing Actions Detail

Rally Health Survey

Current/Returning Users:

You will be prompted to retake the survey on your first visit on or after October 1, 2016.

New Users:

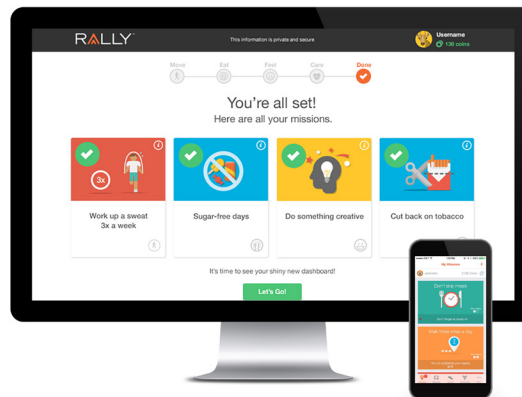
You will be automatically prompted to complete your survey when you finish the registration process.

It only takes a few minutes to fill out, and you'll get instant and confidential results — including your Rally Age, an indicator of how healthy you are.

In addition to your Rally Age, you will also be provided with real-time feedback, including:

- Rally Missions designed to help you improve your state of health — one small step at a time
- Ways to track and monitor your activities as you advance toward your targets

The information from your health survey is designed to help you better understand your health and provide personalized recommendations for you to set and reach your wellness goals.



See page 6 for details on how to access Rally.

Incentive Progress Tracking:

Receive 25% when you complete the Rally Health Survey.

Biometric Screening

When you complete the biometric screenings listed in the table, you will know your biometric health risks. And, when you know these health risks, you may be able to delay or prevent serious health conditions by making healthy changes.

You have options on where you can complete your biometric screening:

- A** At a Unilever onsite biometric screening event, or
- B** At your doctor's office.

Option A: Unilever Onsite Biometric Screening

Onsite biometric screening events will be held throughout 2017 at various Unilever work locations. Watch for participation details to be communicated internally closer to each event.

When onsite biometric screening events are announced by Unilever, you will be able to register and review the event details at register.wellness-inc.com/unilever. Also, after you've completed an onsite biometric screening, a nurse will review the available results with you and make recommendations for next steps, if applicable.

When you complete your screenings at an onsite event, you will not need to submit any forms.

Screen shot is for illustrative purposes only. Actual screens and content may look different.

Incentive Progress Tracking:

Receive 25% for completing a biometric screening.

Biometric Screening	Healthy Target*
Total Cholesterol	Under 200
Blood Pressure	130/80
BMI	Less than 25
Non-tobacco	User Yes

*Know Your Numbers!

We hope you have healthy targets; however, they are not required to earn your incentive progress.

Biometric Screening

Option B: Health Care Provider's Office Screening

As an alternative to attending an onsite biometric screening event, you may obtain your biometric screening at your health care provider's office.

- 1 Prior to your appointment, download your personalized Health Provider Screening Form from the register.wellness-inc.com/unilever website to take with you to your appointment.
- 2 Have your health care provider complete the form indicating your results.
- 3 Submit your results using the Health Provider Screening Form by **September 30, 2017**. Submission instructions are included on the form.

If you are enrolled in a UNICare medical plan and do not have a provider, go to myuhc.com.

The form is titled "Health Provider Screening Form" and includes a header with the text: "HIGHLIGHTED INFORMATION IS REQUIRED TO PROCESS YOUR SCREENING FORM", "INCOMPLETE OR ILLEGIBLE FORMS ARE AT RISK FOR NOT BEING PROCESSED", and "RECEIPT DEADLINE: 10/15/2016".

Section 1: Participant Information

MEMBER NAME
MEMBER ADDRESS
MEMBER CITY, STATE, ZIP

Gender:
Birth Date:
Phone:
Last 4 of SSN:

Section 2: Biometric Screening Results (must be completed by your health care provider)

Date of exam or lab testing: ____/____/____

Blood Pressure: ____ / ____ mmHG
Height: ____ ft ____ in
Weight: ____ lbs
Glucose: ____ mg/dL
Total Cholesterol (TC): ____ mg/dL
HDL (High Density Lipoprotein): ____ mg/dL
TC/HDL Ratio: ____
Is the individual a tobacco user? Y or N (circle one)
Triglycerides: ____ mg/dL

Health Provider's Signature (Typed) Name (Please Print) Last (MR/DO/PT)
Office Street Address
Office City, State and Zip Code
Office Area Code and Phone Number N/A (N/A)
Office Address Stamp (if available)

Section 3: Patient Signature (Required) Receipt Deadline: 10/15/2016

I agree and understand that I may have out-of-pocket expenses associated with the biometric screenings performed by my provider.

By signing this form, I authorize my physician to disclose my biometric screening results to my health plan for the purpose of administering my wellness benefits and incentive awards, as applicable, and conducting other health plan activities as permitted by law. To the extent I am covered under an employer group policy which provides incentive awards related to a biometric screening program, I authorize my health plan to disclose information regarding my participation in this screening event and eligibility for various incentive awards to the plan sponsor or my employer group health plan for the purpose of administering any incentive awards. I understand that I am not obligated to participate in this screening program and that this authorization is voluntary. However, I understand that there may be certain wellness benefits (including incentive awards) under my health plan that I will not be eligible for as a result of not participating in this program or not providing my biometric screening results to my health plan. I understand that my health information may be subject to re-disclosure by the recipient and that if the recipient is not a health plan or health care provider the information may no longer be protected by the Federal privacy regulations. I understand that I may revoke this authorization at any time by notifying my physician in writing. Any revocation will not have an effect on actions taken before my physician received my written revocation. Unless revoked earlier, this authorization will expire one year from the date of my signature.

Patient Signature Required Please Print Your Name Date
Please fax completed form directly to 855.819.5321
Or upload securely at <https://register.wellness-inc.com/unilever> - CheckMyStatus
You will receive an email confirming receipt of the form within ten (10) business days.
If you have any questions please call 877.818.5201
Please note that we may contact you via email regarding this form.

Site Code
12345
RequestID#
ABCDE-123456789

Form image is for illustrative purposes only.
The actual form and content may look different.

Form Submission

All forms must be submitted between October 1, 2016, and September 30, 2017, to qualify for the incentive.

Annual Physical Exam and Preventive Screenings

An annual physical exam and the specific recommended preventive screenings listed below are some of the most important ways to keep you healthy and detect potential health issues. Talk to your doctor about which screenings are right for you and schedule your appointment(s). If you are enrolled in a UNICare medical plan and need to find a provider, go to myuhc.com.

Qualifying preventive care screenings include:

- Annual Physical (anyone 18 or older)
- Mammogram Screening (Females 40 or older)
- Cervical Screening (Females 21-65 years)
- Colorectal Screening (anyone 50 or older)
- Prostate Screening (Males 40 or older)

Incentive Progress Tracking:

Receive 25% progress toward your incentive when you complete one of the preventive care screenings listed on the left.

Note: You will earn a maximum of 25% for this wellbeing action even if you complete more than one of the qualifying screenings.





Different than other weight-loss programs with all the tools you need to succeed

Real Appeal uses videos and live online coaching to help you make small behavior changes week by week. These tools may help you lose weight and achieve your long-term health goals. Using weight-loss research studies, Real Appeal has designed a program to support you through every stage of weight management. Whether you need to lose a lot of weight, are moderately overweight or simply need to lose those extra 10 pounds, this program may work for you.

Real Appeal includes:

Expert coaching

- One-on-one coaching with a weight-loss expert
- Weekly group coaching and live online discussion

Personalized support

Tools to help support your success based on your needs:

- Nutrition guides, meal plans, recipes, shopping lists and tips for dining out
- Video workouts and fitness guides

Engaging entertainment

Educational videos featuring popular celebrities and experts:

- **Samantha Harris** — former Dancing with the Stars host
- **Dr. Ian Smith** — co-host of The Doctors and correspondent for Rachael Ray
- **David Jack** — recognized sports performance and conditioning coach
- **Ellie Krieger** — host of the Food Network® show, Healthy Appetite with Ellie Krieger

Tools and tracking

- Hands-on tools to help meet your needs
- Online support tools, including educational website and digital resources
- Online or mobile tracking tools to help track your diet and exercise



Sample of the free personal transformation kit each Real Appeal enrollee receives.

Available at no cost to Unilever employees, spouses/domestic partners and dependents age 18+ who are enrolled in the UnitedHealthcare insurance program and who have a Body Mass Index (BMI) of 23 or higher.



Watch this short video at realappeal.com/video to learn more.

To enroll: Go to unilever.realappeal.com.

Disease Management Program

If you qualify for one of the Disease Management Programs, you have the opportunity to work with a dedicated nurse to complete the program to earn your incentive progress.

The nurse will provide special support to help you:

- Develop a personalized plan to improve your health and manage your condition
- Take steps to control your risk factors (such as high cholesterol, high blood pressure, diabetes, excess weight, smoking or lack of exercise)
- Understand your treatment options
- Prepare for doctor visits
- Reduce risk factors and unnecessary hospitalizations to help you save on health care expenses

Call **1-800-368-4718** to talk with a nurse to see if you qualify to enroll.

The Disease Management Programs provide information and support as a part of your health plan. They are not a substitute for your doctor's care.

Note: Completion of a Disease Management Program can take up to six months.

Incentive Progress Tracking:

Receive 25% progress toward your incentive after you have successfully completed a Disease Management Program. The nurse will submit your completion information; you do not need to submit any forms.



Fidelity Plan for Life Financial Wellbeing Assessment

The engaging and fun online assessment takes less than 10 minutes to complete. It offers you encouragement, perspective, and tips along the way as well as a summary of suggestions at the end that you can use to help guide your personal financial wellbeing. Once your assessment is complete you will have the opportunity to work with Fidelity's financial planning services. You are eligible to receive assistance with a host of financial needs that include budgeting, understanding your paycheck deductions, credit card debt management, student loans, saving, investing and much more!

To complete your assessment, go to **Fidelity.com/GetMyMoneyCheckup**. **Note: you will be required to upload a copy of your assessment personal summary page to Rally when you attest to completing the assessment. Be sure to print your personal summary page (or save as a PDF) before you exit the assessment tool.**



To submit your attestation after you've completed the financial wellbeing assessment, log in to Rally, go to the "Rewards" tab.

The example screen shots shown are for illustrative purposes only. The actual screen shots may look different.

Incentive Progress Tracking:

Receive 25% progress toward your incentive when you attest on Rally to completing the financial assessment.

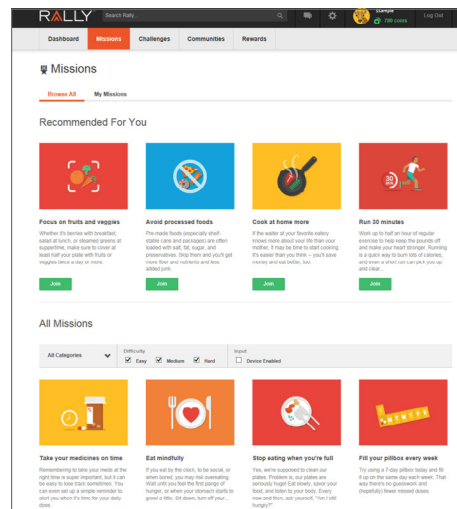
Rally Missions

Rally Missions are a fun and engaging way to focus on your health. When you complete the Rally Health Survey, your responses will generate personalized Missions to help you eat better, move more, improve your mental wellbeing and feel better. Each Mission takes four weeks to complete.

Missions are:

- **Simple and fun.** Missions are simple activities you can fit into your daily schedule right away, like cooking more at home instead of eating out, walking 2,000 steps a day or meditating for 20 minutes each day. There are many more to choose from and there's something for everyone.
- **Interactive.** Missions are linked to health promotions, reminders and tracking accomplishments, giving you the push you need to stay motivated.
- **Personalized.** Missions are recommended based on your health survey responses. You just need to choose which ones you want to do.
- **Easy to access.** You can check into your Missions online from any device, including your phone, tablet or computer, or from the Rally app.
- **Rewarding.** You will also earn Rally Coins when you participate in Missions. The more active you are, the more coins you can rack up!

Coins can be used to enter sweepstakes for great rewards like Fitbits, tablets and gift cards. There is a new sweepstakes offer added every two weeks. Each Rally drawing will list the number of coins needed for entry. Coins have no cash value.



Incentive Progress Tracking:

Receive 25% progress toward your incentive after you have successfully completed three Missions.

More Resources to Support Your Wellbeing

Employee Assistance Program (EAP)

If you're struggling with stress at work or home, seeking financial or legal advice, coping with the death of a loved one or trying to strengthen your relationships with your family, your EAP offers assistance and support for all these concerns and more. From short-term counseling services and referrals to more extended care, your EAP is there to help.

You and your dependents also have access to online support and resources at **liveandworkwell.com** (access code: unilever). Through the site, you can:

- Check your benefit information and submit online requests for services
- Search an online directory of clinicians
- Access information and resources for work and life issues from a virtual help center
- Participate in interactive, customizable self-improvement programs
- Request free Educational Care Kits

Educational Care Kits cover topics such as having a baby, sending kids off to school for the first time, raising teenagers and caring for your aging loved ones. To order a kit online, select the "Contact Us for Services" quick link on the **liveandworkwell.com** home page or call the EAP.

There's no charge for Educational Care Kits, referrals or for seeing a clinician within the EAP network. There's also no cost for the initial consultation when you talk with an expert for financial assistance, legal assistance or for legal mediation. Subsequent legal assistance is available at a 25 percent discount.

Contact your EAP anytime you need help with life's concerns

Your EAP is available 24 hours a day.

By phone:

1-877-214-2929

(TDD/TTY 1-800-842-9489)

Online:

liveandworkwell.com

(access code: unilever)

In an emergency, call 911 or get to an emergency room as soon as possible.

Use the myLiveandworkwell EAP mobile app to:

- Connect with an EAP (Employee Assistance Program) Specialist
- Request a scheduled call back
- Use the provider search tool
- View a summary of your EAP benefits
- Link to your liveandworkwell site



The myLiveandworkwell app is available for free from the App Store® and Google Play™. Use the Unilever access code (access code: unilever) to register.

UnitedHealthcare Customer Care & Nurseline*

Get all the answers and support you're looking for with one phone call.

Not sure where to go for care?

Registered nurses are available 24/7 and can review your symptoms and help you make informed choices about care.

Wondering about benefit coverage?

An advocate will help walk you through your coverage and answer any questions you have.

Concerned about a recent diagnosis?

You'll get the time, attention and information to help you make decisions for yourself or a family member.

Need help resolving billing or claims issues?

A specialist will help you get to the bottom of it.

UnitedHealthcare Customer Care and Nurseline services are for informational purposes only, and should not be used for emergency or urgent care situations. In an emergency, call 911 or go to the nearest emergency room. Nurses cannot diagnose problems or recommend specific treatment and are not a substitute for your doctor's care. These services are not an insurance program and may be discontinued at any time. They are included as part of your health plan.

*Available only to employees and their covered dependents who are enrolled in a UNICare medical plan.

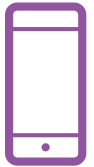
Important numbers

To reach a nurse, call **1-800-368-4718**.
Nurses are available by phone 24/7.

For benefits, claims or other assistance, call **1-800-368-4718** or email **Advocate4Me@uhc.com**.

UnitedHealthcare Health4Me®*

**Health care management
resources at your fingertips**



- Find nearby providers, hospitals, pharmacies and quick care facilities
- Access a Virtual Visits provider
- Connect with helpful professionals
- Search claims, drug pricing and mail orders
- Estimate costs of common procedures and conditions up front
- View and share health plan ID cards via email or fax
- Check account balances and benefit amounts
- View and manage claims
- Pay providers for out-of-pocket expenses

Health4Me is available for free from the App Store and Google Play. Download it today!

Virtual Visits*

When you don't feel well, or your child is sick, the last thing you want to do is leave the comfort of home to sit in a waiting room. Now, you don't have to. A virtual visit lets you see and talk to a doctor from the comfort of your home or office without an appointment. And it's part of your health benefits. Appointments can take place by mobile device or computer. Most visits take 10 to 15 minutes. And, doctors can write a prescription,** if needed, that you can pick up at your local pharmacy.

Access Virtual Visits

- Log in to myuhc.com.
- Click on the "Physician & Facilities" tab at the top of the page.

There you will find information where you can:

- Learn more about Virtual Visits, and
- Access direct links to provider sites and mobile apps where you can register and receive care.



It's part of your health benefits

Virtual Visits are part of your health benefits which are administered by UnitedHealthcare. You can expect to pay a portion of the costs according to your medical plan. Your costs may be lower than an in-person appointment with your doctor. All Virtual Visits will appear in claim summaries the same as any other medical claim.

*Available only to employees and their covered dependents who are enrolled in a UNICare medical plan.

**Prescription services may not be available in all states. Go to myuhc.com for more information about availability of prescription services.

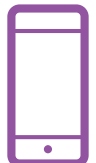
Virtual Visits are not an insurance product, health care provider or a health plan. Virtual Visits are an internet-based service provided by contracted UnitedHealthcare providers that allow members to select and interact with independent physicians and other health care providers. It is the member's responsibility to select health care professionals. Care decisions are between the consumer and physician. Virtual Visits are not intended to address emergency or life-threatening medical conditions and should not be used in those circumstances. Services may not be available at all times or in all locations. Members have cost share responsibility and all claims are adjudicated according to the terms of the member's benefit plan. Payment for Virtual Visits services does not cover pharmacy charges; members must pay for prescriptions (if any) separately. No controlled substances may be prescribed. Other prescriptions may be available where clinically appropriate and permitted by law, and can be transmitted to the pharmacy of the member's choice.

You can use Virtual Visits for non-emergency conditions, including:

- Allergies
- Bladder infection
- Bronchitis
- Cough/cold
- Diarrhea
- Fever
- Pink eye
- Rash
- Seasonal flu
- Sinus problems
- Sore throat
- Stomachache

Easy and convenient access through the Health4Me mobile app

(see more information about Health4Me on the previous page sidebar)



To connect to a virtual visit:

- Open the Health4Me app
- Select "Find and Price Care"
- Choose "Virtual Visits"
- Select a provider and follow the rest of the options to connect to a provider via the provider's mobile app (registration and provider app installation is necessary).

Bright Horizons Care Advantage

Bright Horizons Care Advantage benefits include:

Nannies, elder care, pet care, and more:

Do-it-yourself access to a comprehensive database of self-pay services including nannies and sitters for evening and weekend care, plus elder care resources, pet sitters, homework help, and more.

Back-up child and adult/elder care:

High-quality, low-copay replacement care for your child in your home or in a center; in-home care for adult/elder loved ones throughout the U.S. any time you need an extra hand.

Test prep and tutoring:

Private and small-group tutoring for SATs/ACTs, standardized tests, Common Core subjects, and general help for your student.

To access the Bright Horizon Care Advantage services and resources:

Online: careadvantage.com/unilever (registration is required)

Username: Unilever

Password: care4you2

By phone: **1-877-BH-CARES (242-2737)**



Educational advising:

Expert guidance at no cost to you from former admissions and finance officers to help your student succeed. Access live webinar events, personalized assistance, and online resources.

Support for children who need extra help:

Personalized information to help parents obtain educational support for children with special needs or who are experiencing challenges at school or at home, accessed via a free interactive online platform.

Back-up care is available via your mobile device



The Back-Up Care app and mobile-friendly site are your easy, time-saving solutions to managing family care challenges while on the go.

Note: You must register online or by phone before you can use the mobile app.

Use the app to:

- Submit a new request for back-up care
- View or cancel existing reservations
- Request previously used care providers
- Find nearby child care centers
- Add reservations to your device's calendar

To access the mobile app:

- 1** Register for back-up care online at backup.brighthouse.com.

Username: Unilever

Password: care4you2

You can also call **1-877-BH-CARES** for assistance over the phone.

- 2** Download the app – search “Back-Up Care” or “Bright Horizons” in your mobile device app store and scroll until you see the yellow umbrella icon.

YouDecide Voluntary Benefits

YouDecide offers voluntary benefits, available for enrollment anytime throughout the year, such as:

NEW
Available
starting
Oct. 15

Purchasing Power:

A new, hassle-free way for Unilever employees* to shop over 45,000 brand-name consumer products, like electronics, home, patio, fashion and accessories, PLUS online education services and vacation packages through payroll deductions. When you purchase through Purchasing Power, you pay for the items over the course of 6 or 12 months with no credit checks, hidden fees or interest! Go to youdecide.com/unilever or call **1-866-670-3479** to get started today.



EyeMed Vision Care:

Save money on annual eye exams, standard lenses, frames, contact lenses and more!



Nationwide® Pet Insurance:

Protect your pet and your wallet. Nationwide Pet Insurance is the affordable health coverage that helps you pay the treatment costs for your pet's accidents, illnesses and routine medical care. Unilever employees are eligible to receive a 5% discount on their rates as part of this offering. Request a free, online quote for your pet in just a matter of minutes.



Auto & Home Insurance:

Special group rates for Unilever employees from some of the top-rated and well-known providers in the industry. Obtain a free quote today to compare against your current policy.



AIG® Concierge Service:

AIG can help Unilever employees with busy lives make time for things that really matter. Whether you want to organize meal deliveries to your home, need details on traveling with pets, locate certified contractors or repair workers, get sporting event tickets — or even locate the best available cell phone plan in your area — one call gets it done.

PetAssure and PetPlus:

- PetAssure is a veterinary discount plan that offers 25% savings on out-of-pocket pet care expenses. All pets are eligible; there are no exclusions for breed, age, or pre-existing health conditions.
- PETplus is a wholesale pricing club where you can receive wholesale pricing on brand-name prescriptions and preventatives. Shipping is free, or you can pick up at any one of 50,000 Caremark participating pharmacies, including CVS®, Target® and Walmart®.

*You must be at least 18 years of age, be an active employee of Unilever for at least 12 months, earn at least \$16,000 a year and have a bank account or credit card (to be used in case of non-payment via payroll deduction).



Learn more about all the available YouDecide benefits
youdecide.com/unilever.

Contact List

Unilever Benefits Center	1-800-797-2363 Email: mybenefits@unilever.com
Rally Website	rally.wellbeingatunilever.com
Real Appeal*	realappeal.wellbeingatunilever.com
UnitedHealthcare Customer Care & Nurseline*	1-800-368-4718
Find a Doctor*	1-800-368-4718 Online: myuhc.com
Disease Management Program*	1-800-368-4718
Employee Assistance Program	1-877-214-2929 Online: liveandworkwell.com (access code: unilever)
Bright Horizons Care Advantage	1-877-BH-CARES (242-2737) Online: careadvantage.com/unilever Username: Unilever Password: care4you2
YouDecide, Voluntary Benefits	1-800-404-4236 youdecide.com/unilever
Purchasing Power	1-866-670-3479 youdecide.com/unilever

*Available only to employees and their covered spouses/domestic partners and children who are enrolled in a UNICare medical plan.



Please note that only your participation and completion of these programs related to the incentive program will be shared with Unilever in order to administer your incentive. You can only earn the maximum percent progress as noted in each wellbeing category.

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WELLBEING @ UNILEVER



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