



SUMMER 2018

# Commit to YOU

*Helping you live your best life*



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*Helping you live your best life*



## Best summer yet!

### *Get ready with resources for your healthiest self*

With warm-weather fun and activities ahead, it's a great time to do something good for that VIP in your life — YOU. Whether you want to build a better beach body, find discounts on summer travel and lodging, or put more calm into your day, BI has resources that can help.

In this issue of *Commit to YOU*, you'll see how to:

- **Join a gym** with low-cost fitness memberships.
- **Work on your inner peace** with Whil® and Mindfulness at Work.®
- **Have fun in the sun** — the safe way.
- **Get help** with everyday needs from Circles Concierge and Aetna Resources For Living.™

Plus, we've included tips on retirement planning, the latest on the Reach program and much more. We hope you'll make this summer your best yet by taking advantage of all that's available for your physical, financial and emotional health.



\*Purchase of a wearable fitness device or app may be required and is not included in the Active&Fit Direct program fees. However, many free options are available to track your progress.



## Contact Circles Concierge

Phone: 1-866-433-8544

Web: [members.circles.com/BI](https://members.circles.com/BI)  
(use Welcome Code: circlesBI)

Email: [circlesconcierge@circles.com](mailto:circlesconcierge@circles.com)

## Circles Concierge — at your service

Do you ever have so much to do that you wish you had a personal assistant? Now you do, with Circles Concierge. Instead of stressing out and using up your free time on everyday chores, errands and needs, you can contact Circles to get it done.

Circles is ready to help with any task on your to-do list. You can submit requests 24/7 via phone, email or online for help with:

- Dining reservations and suggestions
- Booking travel
- Concert, sports and theatre tickets
- Product research
- Pet care
- Referrals for household services, such as carpenters, plumbers, house cleaners and more

## See what BI employees have to say about Circles

“

I've wanted to repair my stone patio for years but just don't have the time to research stone masons in my area. I contacted Circles, and within 48 hours, I had the names of three highly rated masons. Thank you, Circles! I can't wait to use my patio this summer!

”

“

I wanted to go on a yoga getaway this summer, but there were so many options, I didn't know where to start. Circles did the research and narrowed down the choices for me. They even helped me plan for transportation, other activities and places to eat. I'm looking forward to my getaway!

”





## Skin cancer facts

Everyone is at risk for skin cancer. Consider these U.S. facts:

- Skin cancer is diagnosed more often than all other cancers combined.\*\*
- An estimated 9,500 people are diagnosed with skin cancer every day.\*\*\*

## Strive for 5 & Save Your Skin

Summer means more time spent outdoors in the sun. And while there's nothing like the feeling of the sun's warmth on your skin, it's important to know how to protect yourself from the risk of getting skin cancer. To help you and your family become more aware of sun safety, BI has launched the Strive for 5 & Save Your Skin campaign.

The campaign's centerpiece is this list of five ways to protect against skin cancer:

- **Stay in the shade;** avoid sun from 10 a.m. to 4 p.m.
- **Wear sunglasses** to protect against UV rays
- **Apply sunscreen** SPF 30 or higher (make sure it's water-resistant)
- **Wear UV** protective clothing
- **Wear** a wide-brimmed hat

In addition to following these guidelines, be sure to schedule a routine screening with your dermatologist.\* He or she will do a whole-body check for moles, growths, and other early signs of sun damage and potential skin cancer. When caught early, skin cancer can be treated successfully. Watch our three-minute **Sun Safety video** to learn more about skin cancer and the Strive for 5 behaviors.

\*Check your medical plan coverage to confirm the cost of an office visit.

\*\*Cancer Facts and Figures 2018, American Cancer Society.

\*\*\*Rogers HW, Weinstock MA, Feldman SR, Coldiron BM. Incidence estimate of nonmelanoma skin cancer (keratinocyte carcinomas) in the US population. JAMA Dermatol. Published online April 30, 2015.





## How are we doing?

Over **21%** of BI employees and **16%** of spouses/domestic partners have completed their healthy actions so far in 2018.

# Take your Healthy Actions

## Healthy Actions reminder

Don't miss out on earning up to \$700 in incentive credits! The September 30, 2018, deadline for completing the Metabolic Syndrome screening will be here soon. You have until December 31, 2018, to complete or update your Health Assessment.

Remember, you and your covered spouse/domestic partner can both participate and earn incentives.

Now that onsite screening events are over, you still have two ways to get your screening:

- **At a Quest Diagnostics Patient Service Center.** Find a local center at [My.QuestForHealth.com](http://My.QuestForHealth.com).
- **At your doctor's office.** Your doctor must complete and submit the Quest Diagnostics Physician Results Form available at [My.QuestForHealth.com](http://My.QuestForHealth.com).

## Complete or update your Health Assessment

Log in to [aetna.com](http://aetna.com) and click on "Health Assessment" located under "Stay Healthy." Then click on "Launch My Health Assessment" to start a new assessment or to update a previously completed assessment. The questionnaire takes about 15 minutes to complete.

## Two important steps to better health

The two healthy actions help you understand your health status, including your risk for Metabolic Syndrome. Metabolic Syndrome is a group of risk factors that can set the stage for serious health problems, such as heart disease and diabetes. Knowing where you stand with these factors gives you information you can take action on to build a healthier future.





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Teladoc® services

## Teladoc® services — get care, counseling and advice from the comfort of home

Teladoc is a convenient service that lets you talk with a doctor or counselor by phone or video chat. Now you can get confidential help for non-emergency health issues, skin problems and personal issues — without leaving home and spending time in a waiting room.

It's private, convenient and affordable. Now, with the new features described below, your Teladoc account is even more valuable.

### With Teladoc, you have easy access to:

**Licensed primary care doctors** who can diagnose, treat and call in prescriptions for non-emergency issues such as colds, flu, allergies, bronchitis, sinus infections and more.

**Licensed dermatologists** for help with conditions such as psoriasis, skin infections, suspicious moles and others. You upload images of your condition for review, and within two days, you will receive a response via secure message. If needed, a prescription will be called in to your local pharmacy.\*

**Group visits with a Teladoc physician** for you and a loved one for whom you are caregiver. You can add your loved one to your Teladoc account and have group consults online or via the Teladoc app.\*\*

**Counseling services** to talk with a licensed therapist (psychiatrist, psychologist, counselor or social worker) seven days a week. Get help with issues such as anxiety, eating disorders, depression, parenting problems and more. Online video consults are also available seven days a week, from 7 a.m. to 9 p.m., local time. Visit [teladoc.com/aetna-therapy](https://teladoc.com/aetna-therapy) to learn more.

## Get started with Teladoc

Using Teladoc is easy. Just visit [teladoc.com/aetna](https://teladoc.com/aetna) or call 1-855-835-2362 to set up your account. When you need services, go to the website for a video conference or call the toll-free number to talk with a Teladoc provider.

\*Due to physician availability, Teladoc dermatology service has been temporarily suspended in Massachusetts, Delaware, and Oklahoma. The Teladoc team apologizes for the inconvenience and is working diligently to restore services in these areas.

\*\*Group consults are billed directly as a claim, and are not covered as part of your medical plan.



## Save time!

Set up your Teladoc account now so it is ready when you need to access the service!





## Your Total Rewards Statement

Your Total Rewards Statement is a personalized online summary of your total compensation from Boehringer Ingelheim — summarizing not just your pay, but the benefits and other services BI provides to you, going beyond your paycheck.

Have you reviewed your Total Rewards Statement lately? Here are two good reasons why you should:

1. **It's a convenient way** to get a summary of all the benefits BI provides to you.
2. **It shows how BI invests in you.** You can see how much BI contributes to the cost of your various benefits, in addition to your own contributions. (As you'll see, BI pays most of the cost of your benefits.) BI's investment reflects the value the company recognizes in you.

To access your Total Rewards Statement, go to **Retirement One Source Online Total Rewards Statement**.

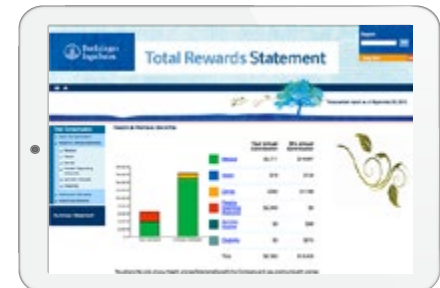
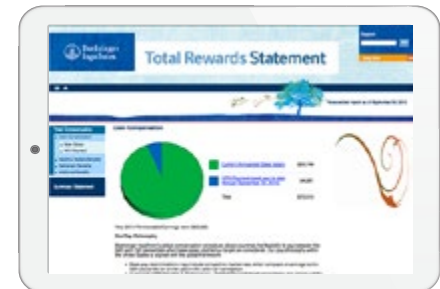
### Navigating the Total Rewards Statement

Once you access your Statement, select "Total Compensation" in the left menu to get started. Here, you will see a pie chart of your total pay from BI, including your cash compensation, as well as the BI-paid portion of your health and welfare, retirement, and additional benefits.

Explore each category to learn more about the programs BI provides and how you and the company share the costs.

### Printing a summary statement

While accessing your Total Rewards Statement, you can choose to view a summary statement — a four-page PDF document you can print out to save for your records or share with your family or financial advisor. To access your summary statement, select "Summary Statement" from the left navigation menu or at the bottom of each page.



### Now available to Merial employees

The personalized Total Rewards Statement is now available to Merial employees, with your current personalized benefits information.





## Reviewing your retirement savings journey online

The Retirement Savings Plan (RSP), the Company's 401(k) plan, is a powerful tool to help you in your journey to a secure retirement. And like most journeys, you need to track your progress — where you've been, where you're going and where you are right now. From time to time, you may also need to make changes and adjust your course.

You can find all that information on **Retirement One Source Online**. Simply log in and go to the "Retirement Savings Plan" section of the site. Then, from the Plan Summary tab, you can view current and historical information about your RSP account.

Start with your current balance, detailed by fund, and your vesting information. Then, from the left menu, select the following topics for more details.

### Account Activity: a quick check of your balances, gains and losses

Check your RSP balances by investment fund and contribution type (e.g., company match, before tax, after tax) and see how they've changed over time:

1. **Select a time period.**
2. **Select a fund, or all funds.**
3. **Choose the contribution type, or all types.**

Then you can see:

- Your opening balance at the beginning of your chosen time period.
- Any activity during the chosen time period, including the total gains or losses.
- Your closing balance.

### Confirmation History: reviewing and confirming transactions

See a history of the transactions you've made in your RSP account. If you've just made a change and want to confirm it was accepted by the system, you can check here immediately to make sure it appears in this history.





## Reviewing your retirement savings journey online (continued)

### Your Dynamic Online Statement: customizable account statement

With the Dynamic Online Statement, you select the time period for which you want to view your RSP account information. This can be particularly helpful if you need data from only a certain month or months versus a whole quarter, or if you need year-to-date information.

You receive a PDF file you can view onscreen, save for your records or print out. Information on your Dynamic Online Statement includes:

- An account summary, with your beginning and ending balances, as well as your vested balance.
- Your personal rate of return for your investments — this is the rate you have earned on your RSP account based on your selected investments.
- Account activity by fund.
- Account activity by money type (contribution type).
- Information about any loan amounts or withdrawal amounts.
- Pie charts showing how your account balance is allocated among different funds, and also breaking down your balance by different contribution sources.

### Keep your information up to date

When you visit Retirement One Source Online, be sure to visit the “Personal Information” tab at the top of the screen to choose beneficiaries for your retirement benefits and keep this information up to date. You can update your beneficiary information online at any time.

### More to explore

There is much more available for you on Retirement One Source Online, including tools for planning your financial future and other resources. Take time to explore the site! The more you become familiar with Retirement One Source Online, the more useful it will be to you.



## Whil®: Pilot program ends August 10, 2018

Time is running out to register with Whil, the digital platform for resilience and mindfulness training.

Whil offers more than 250 programs and 1,500 guided on-demand services on topics ranging from meditation and yoga to collaboration and leadership. After you register and create your account, you take a short questionnaire to tailor content to your interests and needs. Then you may start taking audio and video training sessions.

Whil is being offered as a pilot program to BI employees and dependents who are enrolled in a BI medical plan with Aetna. The pilot ends August 10, 2018, so we encourage you to register and get started today. Be sure to take the survey to help us evaluate the program.

### To register with Whil:

**Employees:** Click [here](#) and use your 8-digit BI employee ID (from your paystub) as your “Team Supplied ID.”

### Dependents:

- **Adults:** Go to <https://connect.whil.com/sponsor/bifamily> and use the sponsor code BI2018.
- **Teens and young adults:** Go to <https://connect.whil.com/sponsor/biteens> and use the sponsor code BI2018.





## Mindfulness at Work®

A daily mindfulness practice can be just as effective in promoting good health as nutrition and exercise. Taking time to clear the mind and focus on the present moment can help you:

- Reduce stress and anxiety
- Improve focus, mood, creativity and productivity
- Find balance and peace
- Make better decisions and choices
- Deal with difficult people and situations
- Change negative thinking

Mindfulness at Work can help you create and build your practice through free online classes. Once you've registered with the program, you'll be part of an online class that meets for one hour each week for 12 consecutive weeks. You will interact with the instructor and other participants, and chat in real time. If you miss a class, you can go online to listen to the recorded session.

All BI employees are eligible to participate in the program at no cost. To get started, visit <https://boehringeringelheim.emindful.com>. Use "research" for your password and choose a class schedule. You'll receive an email confirmation with class information.





Call 24/7 Help  
1-888-238-6232

EAP counselors are available  
day or night to listen, talk and  
refer you to the right resources.

## Aetna Resources For Living<sup>SM</sup>: Get to know your EAP

There's a lot to know — and like — about Aetna Resources For Living, your Employee Assistance Program (EAP). In addition to confidential support and counseling, the EAP offers a wealth of resources designed to make your life easier.

On the EAP website, **mylifevalues.com**, you can:

- Use LifeMart to receive discounts on child care, travel and lodging, car rentals, theme parks and water parks, electronics and more. You can even print grocery coupons.
- Get guidance through major life events like marriage, a new baby, adoption, moving, serious illness and more.
- Read articles and watch webinars on a full range of work/life balance topics
- Take quizzes and self-assessments

You'll also find quick links on mental well-being, self-improvement, relationships, disaster resources, fitness discounts, manager resources and other topics. You can join discussion groups too, on subjects that include family health, Social Security, parenting a teen, raising a child with special needs and more.

### Contact the EAP

In addition to the 24/7 toll-free phone number, you can access EAP resources online and via the mobile app. Televideo conferencing is also available — all you have to do is ask.

#### To access EAP resources online:

- Go to **mylifevalues.com** and log in with username: **BIEAP** and password: **Boehringer**.
- Log in to your member website at **aetna.com** and look for the "Find Care" link on your home page.

#### To access EAP resources using the app:

- Download the Aetna Resources For Living mobile app from the app store.

Your EAP offers up to six in-person counseling sessions per issue per year at no cost to you. Get help with family and parenting issues, stress, anxiety, substance abuse, personal and work relationships, and other issues.





## Reach: how to say “great work!”

When team members go above and beyond with their daily work, it’s time to stop and take notice. Through the Reach recognition program, we can celebrate Agility, Accountability and Intrapreneurship (AAI) in our overall approach to our work.

We see examples of AAI every day! Ask yourself:

- **Agility:** Do you know someone who quickly made changes to a program based on new information?
- **Accountability:** Did a colleague proactively identify what he or she learned from a project that could have gone better?
- **Intrapreneurship:** Did a team’s innovative actions help the Company complete a task more efficiently?

When the answer is “yes!,” an eCard is a quick, on-the-spot way to express gratitude. ECards are available in 15 different categories, so you have a choice of ways to say “thanks,” “nice job” or “congratulations!”

Here are just a few examples of actual eCard messages:

*“I just wanted to say thank you for mentoring me and providing support in a variety of ways. I am truly appreciative of the extra work you put into helping me become a better leader.”*

*“Ever since I have been with BI, you have been more than gracious with your time and your key insights. I can’t say it enough how much I appreciate that.”*

*“Thank you for taking the time to make me feel like a welcome member of the BI Team!”*

*“You are consistently a shining light in our group. You are always willing to help and do the little extra things that need to be done. Thank you for being you.”*

You can also nominate a colleague who does outstanding work for an Excellence in Action award. Let’s keep a good thing going! Recognize someone today by typing the word “reach” in your Internet Explorer browser when you’re connected to the BI network.

*Give. Receive. Repeat.*

## Questions? Suggestions?

The BIUSA Benefits Office would like to hear from you. Submit your questions, suggestions and/or ideas for future newsletter topics at [benefits.rdg@boehringer-ingelheim.com](mailto:benefits.rdg@boehringer-ingelheim.com).

This newsletter provides information about your Boehringer Ingelheim benefit plans effective January 1, 2018. If there is any discrepancy between this brochure and the official plan documents, the plan documents will always govern. Although the Company intends to continue these plans, it reserves the right to change, amend, or terminate any of the provisions at any time. Please note: If you are a contract worker, please refer to your contract for benefits eligibility.

