



Safran FIT!

WELLNESS & REWARDS PROGRAM GUIDE

EARN UP TO 36,150 POINTS!

Start today by completing designated wellness challenges and activities to earn up to 36,150 PivotPoints! PivotPoints can be redeemed in the Rewards Mall with millions of items to choose from, including a FitBit ® tracker. To Register for GoPivot, download the GoPivot mobile app or go to InSight under "Benefits". Enter your username: first two letters of your first name plus your full last name. Enter your passcode: DOB as MMDDYYYY and enter your promotion code SAFRAN.

IMMEDIATE POINTS

POINTS

| | |
|---------------------------|-------|
| View the Welcome Video | 1,000 |
| Register | 800 |
| Download the Mobile App | 800 |
| Sync your Tracking Device | 800 |

MONTHLY POINTS

POINTS

| | |
|---------------------------------|-----|
| Monthly Mini-Challenge | 750 |
| Monthly Wellness Quiz | 250 |
| Monthly Steps | |
| • 5,000 steps on 15 days/month | 550 |
| • 7,500 steps on 15 days/month | 650 |
| • 10,000 steps on 15 days/month | 750 |

QUARTERLY POINTS

POINTS

| | |
|--------------|-----|
| Take a FitIn | 500 |
|--------------|-----|

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| ANNUAL POINTS | POINTS |
|--|---------------|
| Annual Physical Exam | 1,600 |
| Annual Dental Exam | 750 |
| Annual Eye Exam | 750 |
| Annual Flu Shot | 800 |
| Biometric Screening | 1,000 |
| Preventative Screening | 1,000 |
| T. Rowe Price Confidence Score | 500 |
| Complete Your Health Risk Assessment (HRA) | 700 |

| ADDITIONAL POINTS | POINTS |
|--------------------------|---------------|
| COVID-19 Vaccination | 800 |

Only active Safran regular and full-time corporate employees who work in the United States (“Safran Employees”) are eligible to join, participate, and redeem points in the Safran GoPivot Wellness Program (“Program”). The Program is a calendar of wellness challenges and activities as outlined in the Program Guide effective from 12:01 am January 1, 2021 until 11:59 pm December 31, 2021. Safran Employees should not start a new wellness program without consulting their physician. All wellness incentives and rewards are treated as taxable income and subject to payroll taxes and W-2 reporting under IRS laws. If you have a health condition that would prohibit you from participating in any part of the program, please contact 919.803.6709 to request an alternative. Points may only be redeemed by Safran Employees at any time, and rollover from year to year. Safran Employees participate in the Program in an individual capacity; points may not be pooled or combined. Safran reserves the right to change the Program at any time, including the right to apply changes retroactively to benefits already accrued under the Program. Safran and GoPivot Solutions are separate and distinct business entities. Safran has no affiliation with GoPivot Solutions other than to provide Safran Employees an introduction to the services offered by GoPivot Solutions. Safran and its affiliates are not responsible for the GoPivot website and the materials on its website. Safran shall not be liable for any injury, illness or other damage that may occur because of your participating in any of the exercise programs or other use of the GoPivot website.

