



Dear GP Council Members,

As I'm sure all of you are aware, for the last several months council leadership and sub-committee members have been in discussions with GP over the changes and both employee and spousal surcharges the company has applied to the wellness program for the 2020 benefits year. Many of our members have expressed a number of concerns over the program, but most troubling was the issue of applying surcharges if spouses decided not to participate. On May 22nd, the sub-committee met with GP senior leadership and made them very aware that the membership was very unhappy with their persistence on the spousal surcharges, along with having to complete additional items on our own time in order to comply with some of the program parameters.

Due to the persistence of your sub-committee and your conversations with your local Human Resources personnel, the Company has agreed to not apply any of the surcharges to the spouse and allow them to participate in the wellness program on a voluntary basis in order for them to take advantage of the incentives provided by the wellness plan. In addition, if an individual chooses to participate in the Real Appeal or Anthem Health Coaching programs, they can work with their supervisor so that this can be done on company time. We will be sending out a follow-up on the mechanism on how this will work, but your committee made it very clear to the company that the membership was not willing to sacrifice anymore of their personal time, and the company heard you.

As a result of the work your sub-committee has put into the issue, and the persistence and solidarity of the rest of the Council, the company has made significant changes to the overall wellness program.

The changes will be reflected in a new flyer and educational piece that will be rolled out to all of the members soon.

In solidarity,
Luis Mendoza, GP Council Chair