



Wellbeing Credit Frequently Asked Questions

By completing an annual physical and filling out the completion survey in Workday, eligible Outfitters enrolled in a Bass Pro Shops medical plan in 2026 can earn a **Wellbeing Credit** toward their medical premiums this December.

The FAQs below will help you understand eligibility, requirements, deadlines, and how to receive your credit.

Need More Information?

Contact the HR Support Center:

Phone: 800-672-3170

Email: HRSupportCenter@basspro.com

Why is Bass Pro Shops offering this program?

At Bass Pro Shops, our **Culture of Care** means we are committed to supporting the wellbeing of our Outfitters. **Thanks to our founder, Johnny Morris, those on our Bass Pro Shops Medical Plan are being rewarded for prioritizing their health and getting an annual physical.** Preventive care can help identify health concerns early, when they are often easier and less costly to treat. The Wellbeing Credit encourages eligible Outfitters and their families to take a proactive step for their health while maximizing the value of their benefits.

Annual preventive physicals (in network) are covered at **100% under the Bass Pro Shops medical plan**, making it easy to prioritize your health at **no cost to you**.

What is the Wellbeing Credit?

The Wellbeing Credit is an incentive available to eligible Outfitters **enrolled in a Bass Pro Shops medical plan in 2026**. By completing an annual preventive physical and meeting program requirements, eligible Outfitters can receive a credit toward their medical premiums this December.

Eligibility

Who is eligible for the Wellbeing Credit?

You are eligible if:

- You are enrolled in a Bass Pro Shops medical plan.
- Your medical coverage is active during the eligibility period.
- You complete the required annual preventive physical.

If you cover a dependent:

- Your family is encouraged to complete an annual preventive physical. However, your eligibility for the Wellbeing Credit is based on the policy holder's completion of the program requirements.

Are part-time Outfitters eligible?

Any Outfitter with active enrollment in a Bass Pro Shops medical plan may be eligible, regardless of employment status, provided all program requirements are met.

If my spouse is covered on my medical plan, must they receive an annual physical for me to be eligible for the Wellbeing Credit?

No. If your spouse is enrolled in your Bass Pro medical coverage, your spouse and family are encouraged to complete an annual preventive physical. However, you may earn the Wellbeing Credit based on your own completion of the annual preventive physical requirement.

Do dependent children need to participate?

Dependent children are not required to complete a preventive physical for you to qualify, although it is highly encouraged for the health and wellbeing of your entire family to receive an annual physical.

I'm not enrolled in a Bass Pro Shops medical plan. Can I receive the Wellbeing Credit?

The Wellbeing Credit is available only to Outfitters enrolled in a Bass Pro Shops medical plan at the time of incentive payout and have met the eligibility requirements.

Completing the Requirement**What do I need to do to earn the Wellbeing Credit?**

Complete an annual preventive physical with a licensed healthcare provider during the program eligibility period (November 1, 2025, through October 31, 2026). If you cover a spouse, your spouse is encouraged to complete a preventive physical, but your eligibility for the Wellbeing Credit is based on your own completion of the requirement.

Does my provider have to be in the Anthem network?

Your preventive physical can be completed by any licensed healthcare provider.

Will my preventive physical cost me anything?

Preventive visits are covered at 100% under the medical plan when completed with an in-network provider. However, services received during your visit that are not considered preventive may be subject to normal cost-sharing.

What if I am on a Leave of Absence, do I still qualify?

Yes. As long as you meet the above eligibility by being enrolled in the medical plan and you have completed your annual physical between November 1, 2025, and October 31, 2026.

I am on a Leave of Absence and I have an arrears balance, will I receive the Wellbeing Credit?

Yes. The Wellbeing Credit will be applied towards your arrears balance on your Medical premium only.

Reasonable Alternative Standard

What if a medical condition, disability, or other circumstance prevents me from completing an in-person preventive physical?

If a medical condition, disability, or another factor makes it unreasonably difficult for you to complete an in-person preventive physical during the program period, contact the Benefits Team. We will work with you to identify another way to satisfy the requirements and earn the same credit.

Qualifying Life Event Spouse Enrollment

What if I add my spouse to coverage during the year due to a Qualifying Life Event?

If you add a spouse to coverage during the program year, your eligibility for the Wellbeing Credit will continue to be based on your own completion of the annual preventive physical requirement. Spouse participation is encouraged.

Verification and Payment

How will I report that I have completed my physical?

Eligible Outfitters will receive a link to a Workday survey beginning August 1, 2026, through November 20, 2026. The survey will ask whether the Outfitter completed an annual preventive physical during the eligibility period. Outfitters can find the link to the survey on the Benefits Website or by clicking [here](#).

What if I can't remember if I completed the Survey in Workday?

Outfitters are able to take the survey more than once, if necessary, or they can contact the HR Support Center. Outfitters can find the link to the survey on the Benefits Website or by clicking [here](#).

Do I need to submit documentation?

No documentation is required at the time of submission. Outfitters will report completion through the Workday survey.

What happens if I miss the deadline to complete the survey?

Survey deadline is November 20, 2026. If you do not complete the survey by this date you will not be eligible for the Wellbeing Credit in 2026.

When will I receive the Wellbeing Credit?

Eligible Outfitters will receive the wellbeing credit on their December 2026 pay paychecks. Hourly Outfitters will see the credit on their December 11th and December 18th paychecks. Salaried Outfitters will see the credit on their December 18th paycheck.

How much is the Wellbeing Credit worth?

The value of the Wellbeing Credit depends on your medical plan, coverage tier, and salary band. You will see the amount of your Wellbeing Credit on your December 11th and/or December 18th paycheck.

How will the credit appear on my paycheck?

The credit will appear on your pay statement in the benefits section.

What if I leave the company before the credit is paid?

Outfitters must be employed at the time of the credit applied to the December paychecks.

Privacy**Is my health information protected?**

Yes. The program follows applicable privacy requirements. Bass Pro Shops will not collect detailed medical information and will only verify participation when necessary for audit purposes.

Can Bass Pro Shops verify participation?

Yes. Bass Pro Shops reserves the right to audit participation and may verify completion through information provided by the medical carrier.

Additional Questions**What is a Qualifying Life Event?**

A Qualifying Life Event (QLE) is a change in your life that allows you to enroll in or make changes to your benefits outside of Open Enrollment. Examples include:

- Marriage or divorce
- Birth or adoption of a child
- Loss of other health coverage
- Loss of a dependent

Where can I get more information?

Visit the Benefits website or contact HR Support Center, phone: 800-672-3170, email: HRSupportCenter@basspro.com.