



LAKESIDE INDUSTRIES WELLNESS PROGRAM SUMMARY

Lakeside Industries values and promotes the health and well-being of its employees. It is our policy to encourage employees to participate in programs that promote good health, physical and emotional fitness including exercise, weight loss, yoga and other health improvement programs.

Health Advocate Wellness Program

(Plan Year Sept 1-Aug 31)

**Health
Advocate**



- All admin, non-union employees enrolled in the medical plan are eligible starting the 1st of the month following date of hire. Spouses are also eligible if enrolled in medical plan.
- Employee (and spouse if applicable) must register online at www.HealthAdvocate.com/lakesideindustries.
- Eligible employees may receive company Health Saving Account (HSA) contributions. (restrictions apply)
 - Must complete online Personal Health Profile (PHP), biometric and online tobacco affidavit each wellness year.
- Earn points for various activities that may earn you dollars to redeem at our online company store.
- Employees are also eligible for random raffles/drawings based on activity.
- See Health Advocate's Wellness Incentive Guide for all program details.

Walking Program



- All admin, non-union employees are eligible starting the 1st of the month following date of hire. Spouses not eligible.
- Earn rewards for activities such as walking, running and/or biking.
- Track steps/miles using a fitness tracking device such as a pedometer, Fitbit, etc.
- Turn in total miles once you have reached a reward milestone.
- Proof of miles is required.
- Rewards are as follows:
 - 100 miles - \$10 Amazon gift card
 - 200 miles - \$25 Amazon gift card
 - 400 miles - \$50 Amazon gift card OR \$85 Amazon gift card (if you did not redeem for 100/200 miles)
 - 800 miles – one day of PTO!!! (If PTO day is earned in 4th quarter, it can be rewarded the following year if preferred.)
- Miles roll over year to year. (Ex: You are at 700 miles as of December 30th. You can continue to reach 800 miles into the next year to redeem your PTO day. You do not need to start the counting over on January 1.)



LAKESIDE INDUSTRIES WELLNESS PROGRAM SUMMARY

Walking Program cont.

- To request reward(s), complete the Rewards Redemption Form and submit tracked miles to HR.
- Rewards will be processed the pay date after paperwork has been submitted.
- See Rewards Redemption Form for all program details and restrictions.
- Lakeside Industries reserves the right to modify or discontinue this program at any time.

Wellness Reimbursement Program

(Plan Year Jan 1-Dec 31)

Eat Right and Keep Active For Good Health

- All admin, non-union employees enrolled in the medical plan are eligible starting the 1st of the month following date of hire. Spouses not eligible.
- This program will reimburse qualified employees up to \$600/yr for participation in wellness related activities such as fitness club membership, weight loss program, personal training, physical activity classes and sports teams. (Food costs associated with weight loss programs are excluded.)
- This program will reimburse qualified employees up to \$100/yr for equipment such as tennis shoes, workout clothing, exercise equipment, etc. This \$100 is part of the \$600 total.
- To request reimbursement, complete the Reimbursement Form and submit attendance records, receipts, etc. to HR by due date.* Reimbursements are processed on a quarterly basis.
- Reimbursements will be taxed as a taxable fringe benefit per IRS regulations and will appear on employee paychecks under the earnings description of "Wellness."
- See Reimbursement form for all program details and restrictions.
- Lakeside Industries reserves the right to modify or discontinue this program at any time.

**Must be turned in to HR no later than 3pm on April 7, July 7, October 7, and January 7. Otherwise, the reward and/or reimbursement will be processed the following quarter. If one of these dates falls on a Saturday or Sunday, the due date is the following Monday.*