



Lakeside Industries

2021-2022 Wellness Program Guide

Start Date: September 1, 2021

End Date: August 31, 2022



Lakeside Industries is committed to helping you achieve your best health and best self. This year, we challenge you to make self-care and your well-being a priority. Complete a selection of the activities from the charts on pages 2-5 based on your personal health goals. As a reward for completing healthy activities, you have an opportunity to earn the Lakeside HSA contribution incentive!

Wellness Incentive Details

Current Employees and Spouses

- Employees and spouses **must complete the following 3 required activities** to earn the 2023 HSA contribution. Employees who complete all three activities will earn a \$1,000 HSA contribution; spouses will earn a \$500 HSA contribution.
 1. **Online Personal Health Profile (PHP)**
 2. **Biometric Screening**
 3. **Online Tobacco-Free Attestation OR Tobacco Cessation Program**
- Employees who reach 250 points will earn \$75 to spend on merchandise at the company online store.
- Employees who reach 300+ points will be entered in a raffle to win one of two \$100 Amazon gift cards.

New Employees and Spouses

- Employees hired by 2/28/2022 (and their spouses) must complete the above three required activities by **8/31/2022** to qualify for the 2023 Lakeside HSA contribution.
- Employees hired between 3/1/2022 and 6/30/2022 (and their spouses) must complete the Personal Health Profile and Tobacco-Free Attestation/Tobacco Cessation Program by **8/31/2022** to qualify for the 2023 HSA contribution.
- Employees hired between 7/1/2022 and 11/30/2023 will automatically qualify for the 2023 HSA contribution.
- The contribution will be pro-rated on a quarterly basis for employees hired after 1/1/2022.

Wellness Incentive & Program Eligibility

The Lakeside Industries Wellness Program incentive reward is available to all employees and spouses enrolled in the Lakeside health plan. You/your spouse must be enrolled in the Lakeside medical plan in 2023 to receive the HSA contribution incentive.



Be the healthiest you

Complete well-being activities to meet your personal health goals and earn points towards your incentive.

Activities	Action(s) to Earn Points	Points/Max.	✓																																										
Healthy Actions																																													
Personal Health Profile (Required)	Complete this online survey to assess your lifestyle and its impact on your health.	50																																											
Health Advocate Website or App Visit	Log on to the Health Advocate website or app.	1/10																																											
Your Tobacco Status																																													
Tobacco Status (Required)	Certify that you are tobacco-free via the online tobacco affidavit or complete the 12-week Health Advocate Tobacco Cessation Program – online or with a Wellness Coach. Earn points by participating in at least 8 weekly sessions.	50																																											
Know Your Numbers																																													
Health Screening (Required)	<p>Gain insight into your health needs and risks for chronic diseases. Complete your health screening:</p> <ul style="list-style-type: none"> • Onsite at your workplace • At a lab using a LabCorp voucher • With your doctor using a physician form • Using a Home Test Kit <p>Exams starting 9/1/2021 are eligible for points</p>	50																																											
Healthy Outcomes <small>*Note: Waist Circumference (WC) always takes precedence over BMI. HbA1c always takes precedence over Glucose.</small>	<table border="1"> <thead> <tr> <th rowspan="2">Measurement</th> <th colspan="2">Goal:</th> <th rowspan="2">12-Month Improvement Standard</th> <th rowspan="2"></th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Blood Pressure</td> <td colspan="2" style="text-align: center;"><130/80 mm HG</td> <td style="text-align: center;">N/A</td> <td style="text-align: right;">30</td> </tr> <tr> <td>Waist Circumference (WC)*</td> <td style="text-align: center;"><41 in</td> <td style="text-align: center;"><36 in</td> <td rowspan="2" style="text-align: center;">Decrease BMI by 5 pts</td> <td rowspan="2" style="text-align: right;">30</td> </tr> <tr> <td>BMI</td> <td colspan="2" style="text-align: center;"><30</td> </tr> <tr> <td>HbA1C*</td> <td colspan="2" style="text-align: center;"><5.7%</td> <td rowspan="3" style="text-align: center;">Decrease HbA1c by 1.45%</td> <td rowspan="3" style="text-align: right;">30</td> </tr> <tr> <td>Glucose Fasting</td> <td colspan="2" style="text-align: center;"><100 mg/dl</td> </tr> <tr> <td>Glucose Non-Fasting</td> <td colspan="2" style="text-align: center;"><141 mg/dl</td> </tr> <tr> <td>Cholesterol Ratio</td> <td colspan="2" style="text-align: center;">≤ 5.0</td> <td style="text-align: center;">N/A</td> <td style="text-align: right;">30</td> </tr> <tr> <td>HDL Cholesterol</td> <td style="text-align: center;">≥40 mg/dl</td> <td style="text-align: center;">≥50 mg/dl</td> <td style="text-align: center;">Increase HDL by 10%</td> <td style="text-align: right;">30</td> </tr> </tbody> </table>	Measurement	Goal:		12-Month Improvement Standard		Men	Women	Blood Pressure	<130/80 mm HG		N/A	30	Waist Circumference (WC)*	<41 in	<36 in	Decrease BMI by 5 pts	30	BMI	<30		HbA1C*	<5.7%		Decrease HbA1c by 1.45%	30	Glucose Fasting	<100 mg/dl		Glucose Non-Fasting	<141 mg/dl		Cholesterol Ratio	≤ 5.0		N/A	30	HDL Cholesterol	≥40 mg/dl	≥50 mg/dl	Increase HDL by 10%	30			
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Be the healthiest you

Complete well-being activities to meet your personal health goals and earn points towards your incentive.

Activities	Action(s) to Earn Points	Points/Max.	✓
Health & Well-Being Coaching			
Wellness Coaching	<p>A Wellness Coach can help you meet your health goals and thrive. Connect with a Wellness Coach via telephone, live chat, or secure web messaging. <i>Coaching is unlimited. The gap between engagements cannot be longer than 45 days.</i></p>		
	Earn points for completing one Health Education Session .	10	
	Complete a Full Coaching Program by participating in 6 or more sessions over 3 or more months.	40	
Keeping Track of Your Health			
Preventive Care (Self-Report)	<p>Commit on the Health Advocate member website that you saw your doctor for one of the below health screenings. Visits that occur between 9/1/2021 and 8/31/2022 will qualify for points.</p>		
	<ul style="list-style-type: none"> • Annual Physical Exam • Breast Cancer Screening • Cervical Cancer Screening • Cholesterol Screening • Colon Cancer Screening • Diabetes Screening • Flu Shot • Osteoporosis Screening • Preventive Dental Visit • Prostate Cancer Screening • Skin Cancer Screening • Vision Exam 	20/60	



866.799.2691

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Complete well-being activities to meet your personal health goals and earn points towards your incentive.

Activities	Action(s) to Earn Points	Points/Max. ✓
Take Action for Better Health		
Don't Weight, Make a Change Program	Learn tips, tricks and long-term strategies to help you not only lose weight, but keep it off in this 12-week program. <i>Complete all chapters to earn points.</i>	20
Wellness Workshops	Participate in online, self-paced workshops on nutrition, fitness, stress, resilience, financial wellness, and more! <i>Complete all chapters to earn points.</i>	10/30
Wellness Challenges	Have fun while getting healthy by participating in wellness challenges. <i>Track your activity each week of the challenge to earn points.</i>	
	Lakeside Industries Challenges are planned for the entire year to encourage healthy competition between you and your coworkers. Stay tuned for challenge dates and details!	15/45
	Personal Challenges are available to start on your own at any time. Participate on your own or invite your coworkers.	5/20
Create Healthy Habits		
Healthy Behavior Tracking	Track your progress and reach healthy goals! Connect your fitness device or manually track your activity. See chart on page 5 for trackers.	1-10 each /100
Other Ways to Participate		
Wellness Commitments	Commit to getting a COVID-19 vaccine.	10/10
Workplace Events	We have many fun events planned for the year. Keep an eye out for information about activities you can participate in to earn points.	1-15 each /15



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Track healthy behaviors for even more points

Track healthy habits and meet the recommend goals to earn points. **You can earn a maximum total of 100 points across all trackers.**

Health Tracker	Recommended Goal	Points
Distanced Exercised	Log the distance you exercise daily	1
Fiber	Improve your digestion by consuming 25 grams or more daily	1
Fruits and Vegetables	Boost your nutrition by eating 5 or more servings daily	1
Sleep	Function your best by sleeping 7 to 9 hours each night	1
Sodium	Strive for healthy blood pressure by reducing your intake to 1,500 mg or less daily	1
Steps	Stay on your feet by taking 10,000 or more steps daily	1
Stretching	Improve your flexibility by stretching for 10 or more minutes daily	1
Water	Stay hydrated by drinking 64 ounces of water daily	1
Resilience	Handle stress better by performing at least one resilience activity on 5 separate days weekly	5
Resistance Training	Increase your strength by performing this activity 2 or more days weekly	5
Time Exercised	Get fit by exercising for at least 150 minutes weekly	5
Weight	Log your weight weekly	1
Charity Work	Give back by completing 2 or more hours of charity work monthly	10

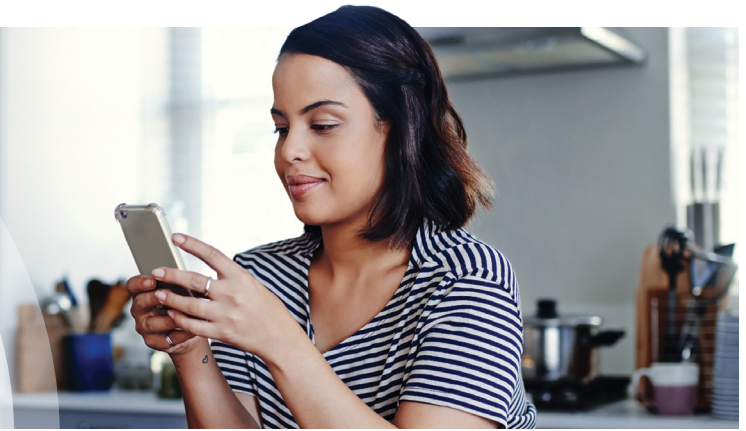
There are many other trackers available on the website for your use that are not eligible for points.



Feature in Focus: Sync your fitness device, wellness app or Apple Health

Easily get points for health trackers by syncing your device or app. From the “I would like to...” menu, select “Sync My Fitness Device.” Select your device or app and follow the steps. You will only see Apple Health as an option when logged on through the Health Advocate app on compatible iOS devices.

Frequently Asked Questions



Q: How do I register for the Health Advocate website?

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/lakesideindustries
2. Register for the website by clicking on “Register Now”
3. Enter the required information, confirm your registration, then log in

Q: What if I am unable to fulfill a requirement of the incentive program?

A: We are committed to helping you achieve your best health. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate for more information.

Q: What are some common wellness goals Health Advocate supports?

A: We can help you reach goals in areas such as weight loss, fitness, nutrition, tobacco cessation, mindfulness, stress management, prevention and management of chronic disease, and so much more!

Q: Will my information and interaction with Health Advocate remain private?

A: Your medical and personal information is kept strictly confidential. Our staff carefully follows protocols and complies with all government privacy standards.

Q: What other issues is Health Advocate can Health Advocate help with?

A: Their experts can help you and your family:

- Get answers to your insurance and claims questions and resolve billing issues
- Find the right in-network doctors, arrange second opinions, schedule appointments and transfer medical records
- Make informed decisions about medical conditions and diagnoses
- Understand test results, treatment options, and coordinate services related to all aspects of your care

Q: When is Health Advocate available?

A: Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Wellness Coaching is available weekdays from 8 AM to 9 PM, ET. Staff is available for assistance after hours and on weekends.



Feature In Focus: Live Chat

Instantly connect with a Wellness Coach through our website or mobile app. After logging in, select the chat bubble at the bottom of the screen to get started.




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You have one life
to live—let's make it
a healthy one!

No matter your health and wellness goals, Health Advocate can help guide you toward your best health!

The Wellness Program features:



Personal Health Profile

Your current health, in real time



Wellness Coaching

One-on-one support to help you thrive



Jump-Start Coaching Programs

Work with a Coach on specific goals such as reducing blood pressure, weight loss and more



Recipes and Meal Plans

Nutritious and delicious recipes to fuel your goals



Personal Challenges

Jump-start healthy changes while having fun



Health Trackers

Monitor your progress and celebrate your achievements



Well-Being Resources

View curated information on topics such as mindfulness, fitness, nutrition and more



Wellness Workshops & Programs

Get actionable health tips and learn about well-being topics



Health Advocate Blog

Timely tips to help you live well, find balance and more



Health Information Center

Access resources on virtually any health topic



Fitness Discounts

Find deals for online classes, memberships, nutrition resources and more through GlobalFit



Seasonal Campaigns

Receive weekly emails during our Spring Into Summer, Commit to Quit and Maintain, Don't Gain campaigns



It all begins with you!

Quickly reach us any way you like — by phone, email, online or our mobile app.



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