



Lakeside Industries

Well-Being Rewards Guide
2023-2024

Lakeside Industries has partnered with Health Advocate to help you improve your well-being—plus, you can earn a reward for your hard work!



Start date:
September 1, 2023



Deadline to earn points:
August 31, 2024



Feel good knowing
you've earned a reward

Well-Being Rewards Details

Current Employees and Spouses/Domestic Partners

Current employees and spouses/domestic partners must complete the following **three** required activities to earn the 2025 HSA contribution. Employees who complete all three activities will earn a \$1,000 HSA contribution; spouses/domestic partners will earn a \$500 HSA contribution.

1. Online Personal Health Profile (PHP)
2. Health Screening
3. Online Tobacco-Free Attestation OR Tobacco Cessation Pathway

Employees who reach 250 points will earn \$75 to spend on merchandise at the company incentive website, Snappy.com. Employees who reach 300+ points will be entered in a raffle to win one of two \$100 Amazon gift cards.

New Employees and Spouses/Domestic Partners

- Employees hired by 2/28/2024 (and their spouses/domestic partners) must complete the above three required activities by 8/31/2024 to qualify for the 2025 Lakeside HSA contribution.
- Employees hired between 3/1/2024 and 6/30/2024 (and their spouses/domestic partners) must complete the Personal Health Profile and Tobacco-Free Attestation/ Tobacco Cessation Program by 8/31/2024 to qualify for the 2025 HSA contribution.
- Employees hired between 7/1/2024 and 11/30/2025 will automatically qualify for the 2025 HSA contribution.
- The contribution will be pro-rated on a quarterly basis for employees hired after 1/1/2025.

Well-Being Rewards & Program Eligibility

The Lakeside Industries Well-Being Program reward is available to all employees and spouses/domestic partners enrolled in the Lakeside health plan. Employees and spouses/domestic partners must be enrolled in the Lakeside medical plan in 2025 to receive the HSA contribution.



Well-Being Your Way

Be Well | Be Balanced | Be Connected | Be Successful

The four learning pillars of well-being

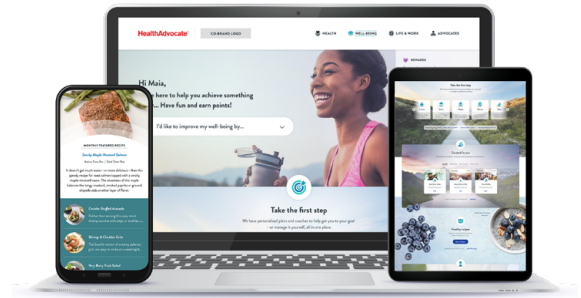


Activity

Points/Max.

Personal Health Profile (PHP)*	50
Tobacco-Free or Quit Tobacco Pathway*	50
Health Screening*	50
3-Session & Jump-Start Coaching Programs	20/60
6-Session Coaching Program	40
Health Education Session	10
Healthy Outcomes	30/120
Learning Center	5/25
Personal Pathfinder	5/20
Personal Pathways	30/60
Preventive Care Exams	20/60
Personal Challenges	5/20
Employer-Sponsored Challenges	15/45
Workshops	10/30

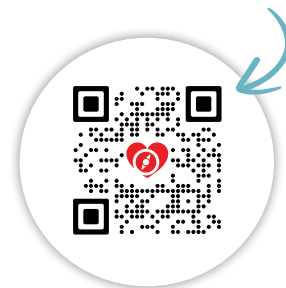
* Required Activity



Well-Being Your Way

Get the full program details, plus access activities, track your points and progress, view curated health information and more through Health Advocate's member platform.

HealthAdvocate.com/members




















Building better habits helps you make meaningful healthy changes

Track healthy habits and meet the recommended goals to earn points.

Earn a maximum total of 100 points across all trackers.

Be Well Trackers	Recommended Goal	Points
 Fruits and Vegetables	Boost your nutrition by eating 5 or more servings daily	1
 Whole Grains	Eat 3 or more servings of whole grains daily	1
 Sodium	Strive for healthy blood pressure by reducing your intake to 2,500 mg or less daily	1
 Water	Stay hydrated by drinking 8 glasses (64 ounces) of water daily	1
 Distance Exercised	Log the distance you exercise daily	1
 Stretching	Improve your flexibility by stretching for 10 or more minutes daily	1
 Physical Activity <i>Combined tracker</i>	Stay on your feet by taking 10,000 or more steps daily Get fit by exercising for at least 150 minutes weekly	1 5
 Weight	Log your weight weekly	5
 Strength Training	Increase your strength by performing this activity 2 or more days weekly	5
Be Balanced Trackers	Recommended Goal	Points
 Sleep	Function your best by sleeping at least 7 hours each night	1
 Manage Stress	Perform one or more activities to relieve stress daily	1
 Meditation / Resilience	Perform one or more meditation or resilience activities daily	1
 Mood	Track your mood daily	1
Be Connected Trackers	Recommended Goal	Points
 Reduce Social Media	Track your digital detox as you spend less time on social media daily	1
 Charity Work	Give back by volunteering your time at least once a month	10

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

Use trackers that help you with your personal goals.



Frequently Asked Questions

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

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/members or download the mobile app
2. Click on “Register Now”
3. Enter the required information, confirm your registration, then log in

Q: What can I do on the Health Advocate app?

A: The Health Advocate app has all of the same tools and resources available on the website in a mobile-friendly version. It makes it easier to get healthy on the go and interact with Health Advocate wherever you are and whenever you want!

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

A: We are committed to helping you find your path to well-being and thrive. 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 well-being goals Health Advocate supports?

A: We can help you with a wide range of goals that fall under the four learning pillars of Be Connected, Be Balanced, Be Well, and Be Successful. We'll also help you find your personal path to well-being, discover your what is important to you, and support you every step of the way throughout your wellness journey.

Q: Are my rewards taxable?

A: Due to IRS rules, rewards are considered taxable income. They will be included on your W-2 and are subject to applicable payroll taxes such as federal, state, Social Security and Medicare taxes.

Q: What other issues is Health Advocate able to assist me and my family with?

A: Health Advocate 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.

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

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



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HealthAdvocate.com/LakesideIndustries

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