

Lakeside Industries

2024-2025 WELL-BEING REWARDS GUIDE

Lakeside Industries partners with Health Advocate to provide you with tools and resources to support your well-being. We encourage you to focus on your health and happiness.

Plus, you'll earn exciting rewards for your efforts!



Start date:

September 1, 2024



Deadline to earn points:

August 31, 2025



You earned it! Now it's

time to enjoy your reward

Well-Being Rewards Details

Medically-enrolled employees and spouses/domestic partners must complete the following four required activities to earn Lakeside's 2026 HSA contribution (details outlined in the Benefit Guide)

1. Online Personal Health Profile (PHP)

2. Biometric Screening

3. Online Tobacco-Free Attestation OR Tobacco Cessation Pathway

4. Preventive Care Exam (1 exam of your choosing)

New Hires:

Employees hired by 2/28/2025 (and their spouses/domestic partners) must complete the above four required activities by 8/31/2025 to qualify for the 2026 Lakeside HSA contribution.

Employees hired between 3/1/2025 and 6/30/2025 (and their spouses/domestic partners) must complete the Personal Health Profile and Tobacco-Free Attestation/ Tobacco Cessation Program by 8/31/2025 to qualify for the 2026 HSA contribution.

Employees hired between 7/1/2025 and 11/30/2026 will automatically qualify for the 2026 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 2026 to receive the HSA contribution.



Health Advocate's well-being tools and resources are organized by four learning pillars

— **Be Well, Be Balanced, Be Connected, and Be Successful** —

to guide you toward a more fulfilling and healthy life.

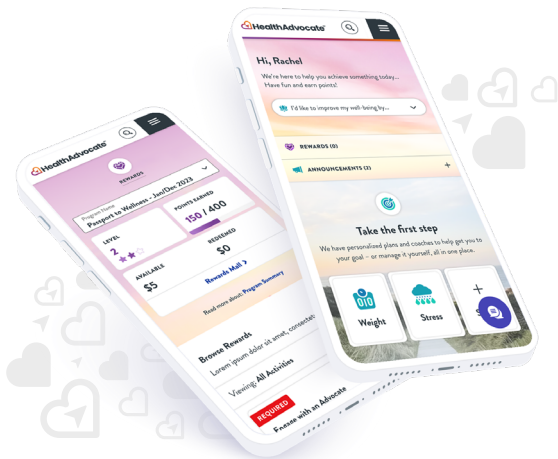
Lakeside Industries 2024-2025 Well-Being Program

Be Well | Be Balanced | Be Connected | Be Successful

PLUS!

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.



Discover all the benefits of your well-being program!

Explore Health Advocate's member website and mobile app where you can review the full program and reward details, complete activities, track your points and progress, access curated health information, and more.

It's your personal hub for achieving your well-being goals!

HealthAdvocate.com/LakesideIndustries

[Access Well-Being](#)



Activity

Points/Max.















Personal Health Profile (PHP)*	50
Tobacco-Free or Quit Tobacco Pathway*	50
Health Screening*	50
Preventive Care Exams*	20/60
<i>ONE Preventive Care Exam is required</i>	
Adult Immunization	10/30
Healthy Outcomes	30/120
Learning Center	5/25
Personal Pathfinder	5/20
Personal Pathways	30/60
Personal Challenges	5/20
Employer-Sponsored Challenges	15/45
Workshops	10/30

*Required Activity

Develop positive routines to improve your health

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

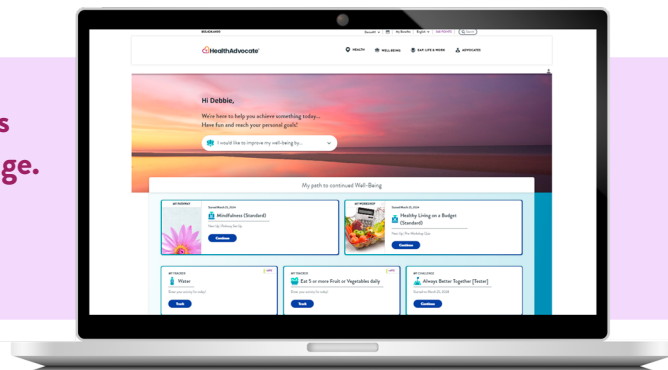
Earn a maximum total of 100 points across all trackers.

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
 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	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 reward-eligible.
Use them to help you meet your personal goals.*

Access all of your in-progress activities
directly from the Well-Being home page.

My Activities



Frequently Asked Questions

Q. How do I register for the Health Advocate website and mobile app?

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 thrive and find your path to well-being. 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 what is important to you, and support you every step of the way throughout your wellness journey.

Q. If I went to my doctor earlier in the year, can I earn points for my preventive care exam?

A: Yes! Preventive Care visits occurring between September 1, 2023 and August 31, 2025 will qualify for points.

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: Health Advocate is available 24/7. Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET.

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

Call • Email • Message • Live Chat 

