



## Lakeside Industries

### 2022-2023 Wellness Program Guide

Lakeside Industries is committed to helping our employees focus on their well-being. We've partnered with Health Advocate to offer you expert tools, resources and an incentive reward to help you thrive!

 Start date: **September 1, 2022** .....  **Complete activities** that will help you thrive .....  Deadline to earn points: **August 31, 2023** .....  **Feel good** knowing you've earned a reward

#### Wellness Incentive Details

##### Current Employees and Spouses

- Employees and spouses must complete the following 3 required activities to earn the 2024 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 2/28/2023 (and their spouses) must complete the above three required activities by **8/31/2023** to qualify for the 2024 Lakeside HSA contribution.
- Employees hired between 3/1/2023 and 6/30/2023 (and their spouses) must complete the Personal Health Profile and Tobacco-Free Attestation/ Tobacco Cessation Program by **8/31/2023** to qualify for the 2024 HSA contribution.
- Employees hired between 7/1/2023 and 11/30/2024 will automatically qualify for the 2024 HSA contribution.
- The contribution will be pro-rated on a quarterly basis for employees hired after 1/1/2023.

##### Wellness Incentive & Program Eligibility

Lakeside Industries 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 2024 to receive the HSA contribution incentive.



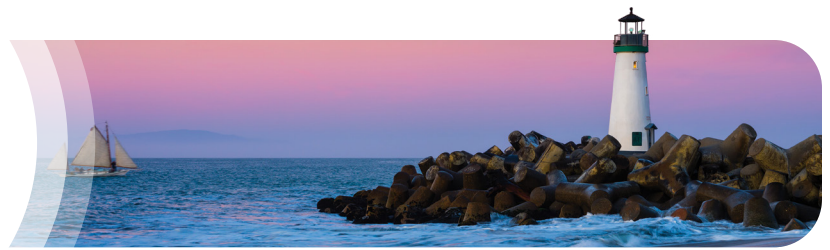
Being active is more than a goal — it's a way of living



Activities	Action(s) to Earn Points	Points/Max.	✓		
<b>Healthy Actions</b>					
<b>Personal Health Profile (PHP)</b> <i>Required</i>	Complete this online survey to assess your lifestyle and its impact on your health.	<b>50</b>			
<b>Health Advocate Website or App Visit</b>	Sign on to Health Advocate through the website <a href="https://HealthAdvocate.com/members">HealthAdvocate.com/members</a> or the mobile app.	<b>1/10</b>			
<b>Your Tobacco Status</b>					
<b>Tobacco Status</b> <i>Required</i>	Certify that you are tobacco-free via the online tobacco affidavit or complete the 12-week <b>Health Advocate Tobacco Cessation Program</b> online or with a Wellness Coach. Earn points by completing at least 8 weekly sessions.	<b>50</b>			
<b>Know Your Numbers</b>					
<b>Health Screening</b> <i>Required</i>	<p>Gain insight into your health needs and risks for chronic diseases. Complete your health screening:</p> <ul style="list-style-type: none"> <li>• Onsite at your workplace</li> <li>• At a lab using a LabCorp voucher</li> <li>• With your doctor using a physician form</li> <li>• Using a Home Test Kit</li> </ul> <p>Exams starting 9/1/2022 are eligible for points.</p>	<b>50</b>			
<b>Healthy Outcomes</b>  <small>*Note: Waist Circumference (WC) always takes precedence over BMI. HbA1c always takes precedence over Glucose.</small>	<b>Measurement</b>	<b>Goal:</b>	<b>12-Month Improvement Standard</b>		
		<b>Men</b>	<b>Women</b>		
	<b>Blood Pressure</b>	<130/80 mm HG		N/A	<b>30</b>
	<b>Waist Circumference (WC)*</b>	<41 in	<36 in	Decrease BMI by 5 pts	<b>30</b>
	<b>BMI</b>	<30			
	<b>HbA1C*</b>	<5.7%		Decrease HbA1c by 1.45%	<b>30</b>
	<b>Glucose Fasting</b>	<100 mg/dl			
	<b>Glucose Non-Fasting</b>	<141 mg/dl			
<b>Cholesterol Ratio</b>	< 5.0		N/A	<b>30</b>	
<b>HDL Cholesterol</b>	≥40 mg/dl	≥50 mg/dl	Increase HDL by 10%	<b>30</b>	



Live each day  
with **intention**  
and **direction**



Activities	Action(s) to Earn Points	Points/Max.	✓
<b>Health &amp; Well-Being Coaching</b>			
<b>Wellness Coaching</b>	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>		
	Earn points for completing one <b>Health Education Session</b> .	<b>10</b>	
	Complete a <b>Full Coaching Program</b> by participating in 6 or more sessions over 3 or more months.	<b>40</b>	
<b>Stay on Top of Your Health</b>			
<b>Preventive Care (Self Report)</b>	Commit on the Health Advocate member website that you saw your doctor for one of the below health screenings. Visits that occur between <b>9/1/2022</b> and <b>8/31/2023</b> will qualify for points.		
	<ul style="list-style-type: none"> <li>• Annual Physical Exam</li> <li>• Breast Cancer Screening</li> <li>• Cervical Cancer Screening</li> <li>• Cholesterol Screening</li> <li>• Colon Cancer Screening</li> <li>• Diabetes Screening</li> <li>• Flu Shot</li> <li>• Osteoporosis Screening</li> <li>• Preventive Dental Visit</li> <li>• Prostate Cancer Screening</li> <li>• Skin Cancer Screening</li> <li>• Vision Exam</li> </ul>	<b>20/60</b>	



**866.799.2691**

Email: [answers@HealthAdvocate.com](mailto:answers@HealthAdvocate.com)



Web: [HealthAdvocate.com/lakesideindustries](http://HealthAdvocate.com/lakesideindustries)

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Well-being is a journey, not a race



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



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Small steps add up to **big gains**



Track healthy habits and meet the recommended goals to earn points.  
Earn a maximum total of 100 points across all trackers.


Health Tracker	Recommended Goal	Points
Distance 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.*



### Sync your fitness device, wellness app or Apple Health for easy tracking!

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/members](https://HealthAdvocate.com/members)
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 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.




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Never stop  
improving yourself

No matter your goals, Health Advocate can help guide you toward increased well-being.

In addition to the well-being activities and resources outlined in the previous pages, you have access to:



### Recipes and Meal Plans

- Step up your morning meal game with **bold breakfasts and brunch**
- **Easy make-ahead lunches**—so tasty you'll enjoy eating them all week!
- Quick and easy-to-prepare **dinner recipes**
- Access **meal plans** for a variety of healthy goals such as heart health, weight loss and more



### Fitness Discounts

1. Log on to your Health Advocate website or app and click on the **Well-Being** menu
2. From the Browse Topics Section, select **Discount Gym Memberships**
3. Click **Activate Benefit** and input your information
4. Review all of your discount options including online classes, nutrition resources and more!



### Your Go-To Resources

- **Health Advocate Blog:** Information to help you live well, find balance and more! Visit [blog.healthadvocate.com](http://blog.healthadvocate.com) and subscribe to get timely tips sent direct to your inbox.
- **Health Information Center:** Access resources on virtually any health topic
- **Well-Being Resource Pages:** Watch videos, read articles, and learn about free apps and more on topics such as mindfulness, fitness, nutrition and financial wellness



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