



Health and Wellness Initiatives and Incentives

Your health and wellbeing are important to us, so we are introducing an improved wellness program in 2024 to better meet your needs. To help you achieve your personal wellness goals, Leprino Foods rewards healthy lifestyle behaviors through wellness initiatives. Initiatives include:

Biometric Screening

The screening will reveal your key health risks, including body composition, cholesterol and blood pressure. Free biometric screenings are offered in the fall at each of the plants and the corporate office. The results of your screening are confidential and are not provided to Leprino Foods. They will not affect your eligibility for medical coverage.

Health Survey

The online questionnaire will provide you with a personal, confidential summary of your health and lifestyle behaviors. With this information, you can start making simple lifestyle changes to maintain or improve your health. Access the questionnaire by logging on to **anthem.com** or **Sydney Health** app.

Health Coaching

Free, confidential coaching is available to any employee regardless of the number of health risks you may have. You'll partner with a professional certified health coach to make healthy lifestyle changes. Programs include nutritional information and healthy weight management.

Wellness Incentive Program

Participation in the wellness initiatives is voluntary. You have the chance to earn up to \$1,040 from Leprino Foods to put towards your Health Reimbursement Account (HRA) or Health Savings Account (HSA) if you participate in our medical plan. If you are unable to meet the BMI requirements under our wellness program, you might qualify for an opportunity to earn the same reward by a different means or be exempt from participating in certain aspects of the program.

Focus on your health and wellbeing! Let's work together to achieve stronger, healthier lives!

This year, we are continuing to focus on the importance of "Total Wellbeing" – professional, physical, financial, social and mental health. This provides us with a holistic approach to achieve our overall goals as an individual and as a company.

Through Sydney Health and **anthem.com**, you can manage all your health care needs in one online location. This "one-stop-shop" allows you to manage your medical plan, flexible spending accounts, health savings or health reimbursement account, and wellness incentive account all in one convenient online location.



How The Program Works

The 2024 Wellness Incentive Program launches in January 2024 and runs through December 31, 2024.

The program helps you take advantage of the health programs and resources designed to help you stay healthy and/or improve your health.

Each wellness activity you complete can result in a financial incentive. Financial incentives start at \$100 up to a maximum of \$1,040. Any 2024 incentive earned will be applied to your 2025 Health Savings Account (HSA) or Health Reimbursement Account (HRA) by the end of January 2025.

The program is dollar-based – so you can see the actual dollar amount for each action completed.

The Wellness Incentive Program is designed to assist you in managing your health by taking a proactive approach to your overall wellness:

- Preventive exams at your health care provider
- *HealthYou*: biometric health screenings
- Health Survey: actionable items to improve your health

Employees who enroll in the PPO medical plan for 2024 will have their wellness incentive earned in 2023 deposited into a Health Reimbursement Account (HRA).

Employees who enroll in the CDHP medical plan for 2024 will have their wellness incentive earned in 2023 deposited into their Health Savings Account (HSA).

Employees enrolled in either the CDHP or the PPO will have access to their full earned financial incentive by January 31, 2024.

Coaching Option

All coaching calls will be managed by *HealthYou*. If BMI requirements cannot be met for any one of the health risks outlined on the next page, employees can still achieve a financial incentive by:

1. Completing three (3) **Health Coaching** calls with *HealthYou* between January 1, 2024 – December 31, 2024.
 - Our *HealthYou* coaches partner with employees to help them meet their wellness goals. Our philosophy is: **Small changes over time can make a BIG difference in your health.**
 - Coaching is available to everyone over the age of 18, even if you don't have any identified health risks.
 - Coaching calls are typically spaced 30 days apart in order to have an optimal impact on your health goals.
 - All health coaching calls must be completed by December 31, 2024.
 - Reference your 2023 Health Screening Report Card results as a guide to estimate your 2024 health risk results.
 - Call *HealthYou* at **800-448-6577** for more information.
2. **Health coaching happens year-around—don't wait!** If you think you may not meet the BMI requirements for a health risk, we encourage you to be proactive and reach out to a health coach to start your health coaching now.

A health coach can be reached at **800-448-6577**. **All coaching calls need to be completed by December 31, 2024 to be eligible to receive the wellness incentive.**

How To Earn Incentives

All employee incentives are based on your participation in the following activities. Activities are tracked through Sydney Health or **anthem.com**. You can also track your progress on your smart phone by downloading the Sydney Health app. **A combination of all activities cannot exceed the annual reward of \$1,040.**

Activities must be completed between January 1, 2024 – December 31, 2024.

Activity	How to Earn the Financial Reward	Reward
Complete Health Profile	Log on (first- time users will need to Register) on Anthem.com or the Sydney App . Complete the Health Profile assessment.	\$100
Complete a Preventive Exam at a Health Care Provider	Visit your health care provider and have one of the following preventive exams completed. These exams are paid at 100% by the medical plan when coded as a 'preventive exam' by your health care provider. The claim must be processed by Anthem under one of the medical plans. <ul style="list-style-type: none"> • Adult Wellness • Well Woman • Colorectal CA Screening • Dilated eye exam • A1C exam • Creatine Urine Protein (Microalbumin) • Prostate Cancer Screening • Kidney Screening • Lung Screening • Skin Cancer Screening <i>May be subject to deductible and copay</i>	\$350
Complete Biometric Screening	Participate in a biometric screening, one of the following two ways: <ul style="list-style-type: none"> • Participate in the Leprino Foods sponsored on-site Biometric Health Screening. Contact your local HR department for screening dates and times; OR • Get your screenings done with your provider. Contact HealthYou for a copy of the physician form (PCP). Have the provider complete the form, sign it and fax the form to 844-549-6620. 	\$200
Achieve Body Mass Index	<ul style="list-style-type: none"> • Achieve a BMI target of < 25, OR • Complete three (3) Health Coaching calls; OR • Achieve a 2 point improvement over 2023 results, OR • Achieve Waist Circumference Target 	\$500
Building Healthy Families	Enroll and complete short surveys to start earning rewards with Building Healthy Families . <ul style="list-style-type: none"> • Member Profile - Complete or Update your Member Profile to earn \$125. • Pregnancy Screener - Complete at least 1 activity within the pregnancy screener to earn \$125 • Before Baby Questionnaire - Complete the Before Baby Questionnaire at least one day before delivery to earn \$125 • After Baby Questionnaire - Complete the After Baby Questionnaire within 56 days of the baby's arrival to earn \$125 <i>*Please note that since pregnancies can span calendar years you will earn rewards for each activity in the year that it is completed.</i>	\$500
Medical Waiver	*Medical Waiver signed by health care professional for those employees who have conditions (blood pressure, cholesterol, and Body Mass Index, as listed above) that are being managed by a health care provider. Email coaching@myHealthYou.com or call 800-448-6577 to request the form.	\$500

NOTE: Please refer to page 40 of this enrollment guide for the Notice Regarding Wellness Program.

Health and Wellness Frequently Asked Questions

What if I anticipate my BMI will be above the risk standards?

No need to wait until biometric screening. You may initiate coaching calls as early as January 1, 2024. The window for completion of the three (3) Health Coaching calls runs through December 31, 2024.

What is the difference between the Preventive Exam and the Biometric Health Screening?

The preventive exam is administered by your health care provider in one of the following categories: adult wellness, well woman, colorectal CA screening, dilated eye exam, A1C exam, creatine urine protein (microalbumin), prostate cancer screening, kidney screening, lung screening, and skin cancer screening.

The Biometric Health Screening will most likely be done at your location.

A Biometric Health Screening does not take the place of a Preventive Exam, or vice versa.

What is the benefit of the Building Healthy Families program?

Completion of the program will earn a \$500 incentive.

Building Healthy Families focuses on meeting families' needs — no matter who makes up that family. If you're having a baby or planning to grow your family, the program makes it easier for you to find personalized, on-demand health guidance. It offers support for all stages, from pre-conception to early childhood, including:

- Personalized solutions from health educators and nurse case managers.
- Help for expecting parents, adoptive parents, single parents, and parents of children ages 5 and under.
- 24/7 access to a convenient online site with tools and information through Sydney Health or **anthem.com**.

How do I schedule a Health Coaching Call?

Email coaching@myHealthYou.com or call *HealthYou* at **800-448-6577** to schedule an appointment.

Who is eligible to participate in the Wellness Program?

All employees enrolled in one of Leprino's medical plans are eligible to participate in the 2024 Leprino Foods Employee Wellness Incentive Program.

What does Sydney do for me?

Get the Sydney Health app, where you can take charge of your health in one simplified experience. Use a single dashboard to track all your health activities, rewards, personalized recommendations, and more. Sync your favorite health trackers, too.

- **See Your Health Profile** – Take a quick Health Survey to see how you're doing in vital areas like nutrition, fitness, and stress.
- **Focus on Your Goals** – Choose areas to focus on, set goals, and track your progress – right in the app. Get recommendations to build healthy habits, too.

New to Sydney Health? Download the free app, then register and connect with your health plan, no matter where you are. The app is available for both Apple (App Store) and Android phones (Google Play).

Important Numbers

HealthYou
Anthem Family Advocate

800-448-6577
833-310-3809

