

YOUR WELLNESS
Journey
STARTS HERE

GET ENGAGED

PROGRAM GUIDE

BE INFORMED



Welcome

Pace Industries has partnered again with Bravo Wellness to present you with an exciting voluntary opportunity to take control of your healthcare costs. Over the next several months, you will be assessed on your health with the ultimate goal of helping you maintain good health and make improvements.

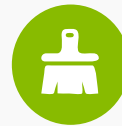
Bravo Wellness is a company that works with employers like Pace Industries, to administer compliant wellness programs. As experts in the industry, Bravo Wellness is committed to data integrity and will ensure your information is kept private and never shared with Pace industries.

This year, we encourage you to embark on a journey that can improve your health and the health of your organization.

INCLUDED IN THIS PROGRAM GUIDE



GETTING STARTED



2016 INCENTIVE PLAN DESIGN



HEALTH SCREENING TESTS



TOOLS & RESOURCES



FAQ's



Getting Started



Bravo Wellness | Results E x
www.bravowell.com/paceind

Enter this URL directly into your web browser at the top of the internet page. Entering the address through a search engine (like Google) may result in an error message.

STEPS TO COMPLETE

DEADLINE:



REGISTRATION OPENS JANUARY 5, 2016

JANUARY 25, 2016

Visit www.bravowell.com/paceind. Follow the steps to create an account and register for the program.



SCREENING

FEBRUARY 26, 2016

Visit www.bravowell.com/paceind and schedule your onsite screening appointment by selecting a date and time that works best for you.

NEED ASSISTANCE? CONTACT BRAVO WELLNESS 877.662.7286

Plan Design

2016 PLAN DESIGN

Pace Industries has created a plan with you in mind! The goals listed below are part of your 2016 wellness program. By achieving these goals, you are able to earn a discount on your monthly health insurance premium. Participation in this program is voluntary. However, if you enroll in the health plan but choose not to participate, you will not be eligible for the discounts and will be responsible for the full base rate, which could be up to 40% of total cost of premium for your healthcare coverage. Once 2016 discounts are determined they will be communicated.

NOTE: The tobacco/nicotine charge of \$20/week will not be included in the rates when provided. This charge will be added if tested positive for tobacco/nicotine. If your spouse is covered on your healthcare, they will also incur an additional surcharge for a positive tobacco result.

YOUR GOALS		
CRITERIA	2016 GOALS	POINTS EARNED IF GOAL MET
*BODY MASS INDEX	≤ 29.9	1
BLOOD PRESSURE	≤ 125/85	1
LDL CHOLESTEROL	≤ 130	1
GLUCOSE - OR - A1c	≤ 110 ≤ 5.7	1

CRITERIA	EMPLOYER GOAL	WEEKLY SURCHARGE IF POSITIVE
TOBACCO/NICOTINE	Negative	\$20

* Waist measure automatically corrects elevated BMI due to lean muscle mass, even if the participant fails the BMI goal. Female and Male waist to height ratio ≤ 0.57

SAVE ON YOUR PREMIUM!



Not sure if you can meet one or more of the goals?

We can work with you, and if you wish your doctor, to find an alternative way for you to qualify for the full reward.

Contact Bravo Wellness at 877.662.7286 or visit Pace Industries' web portal at bravowell.com/paceind

Determine Your Weekly Contribution Impact

TOTAL POINTS EARNED WITHOUT SPOUSE COVERAGE	Associate Only		Associate Child(ren)		TOTAL POINTS EARNED WITH SPOUSE COVERAGE ¹	Associate Spouse		Associate Family	
	PPO	HSA	PPO	HSA		PPO	HSA	PPO	HSA
Insurance Weekly Total Cost	NOTE: Plan and rates have not been finalized and will be communicated at a later date.				Insurance Weekly Total Cost	NOTE: Plan and rates have not been finalized and will be communicated at a later date.			
Non-Participant					Non-Participant				
0 points					0 points				
1 point					1-2 points				
2 points					3-4 points				
3 points					5-6 points				
4 points	7-8 points								

If you choose not to participate, please update your tobacco certificate with your local HR office

¹ Associates and covered spouses points and tobacco / nicotine surcharge will be summed together.

Alternative Goals



Included in Pace Industries plan design this year are alternative goals. If you failed to meet Pace Industries goal, but made improvement in that area from one category level to the next since the last health screening, you can still earn the credit! Participants must be actively employed, still enrolled in the plan and have completed the reasonable alternative in order to earn credit for meeting the alternative goal.

What defines improvement?

As an example: If your 2016 screening result for LDL is 170 (Elevated II), you would need to either improve your LDL into the Elevated I range of 131-159 – OR – achieve Pace Industries goal of ≤ 130 at your 2016 screening.

BODY MASS INDEX (kg/m ²) Pace Goal: ≤ 29.9	
5% Weight loss since last screening (as long as it was 6+ mos. ago)	

LDL CHOLESTEROL (mg/dL) Pace Goal: ≤ 130	
Goal Level	130 or below
Level I	131 - 159
Level II	160 or Higher

TOBACCO / NICOTINE Pace Goal: Negative	
QuitLogix Cessation Program: Contact Bravo Wellness once you receive your results for more information.	

BLOOD PRESSURE (mmHg) Pace Goal: $\leq 125/85$		
	Systolic	Diastolic
Goal Level	125 or below	85 or below
Level I	126 - 135	85 or Below
Level II	136 - 139	86 - 89
Level III	140 - 159	90 - 99
Level IV	160 or Higher	100 or Higher

GLUCOSE (mg/dL) Pace Goal: ≤ 110 OR A1c ≤ 5.7	
Goal Level	110 or below
Level I	111 - 125
Level II	126 or Higher

Improvement category levels are not intended to identify risk or medical appropriateness. Always consult with your medical doctor before starting any new exercise or nutrition program.

If we have results from your last Bravo screening, your improvement will be automatically considered. If Bravo does not have prior results, you will be provided the information you need to request an alternative goal in your results letter.

There is an appeal process if you think your results are incorrect or you may qualify for a medical exception.

Contact Bravo Wellness at 877.662.7286

Health Screening Tests



BODY MASS INDEX

Body Mass Index (BMI) is a measurement of your weight distribution compared to your height. Many health conditions, including cholesterol levels and total heart health, are related to your body mass. **Elevated BMI can result in health problems associated with heart and kidney disease.** *To improve your BMI, aim to live a more balanced lifestyle by increasing your physical activity, drinking plenty of water, and choosing a balance diet.*



BLOOD PRESSURE

Blood pressure is the force of blood against the walls of the arteries. It is recorded in two numbers: the systolic/top number (pressure as the heart beats) and diastolic/bottom number (pressure as the heart relaxes between beats). *To improve your blood pressure, follow a healthy eating pattern by eating foods low in salt and sodium, maintain a healthy weight, and increase physical activity. Smoking can also increase your risk of hypertension (elevated blood pressure).*



LDL CHOLESTEROL

Cholesterol is a waxy substance in the blood stream and the body's cells which aids in forming some hormones and other body functions. Specifically, LDL cholesterol is labeled as the "bad" cholesterol and if too much is circulating, it can build up in the walls of arteries that serve the heart and brain and **increase an individual's risk of heart disease and stroke.** *To improve your LDL, it's important to start with a healthy diet that is low in saturated fats, and increase your physical activity.*



GLUCOSE

Most of the food you eat is broken down into glucose, a form of sugar in the blood. Glucose is the main source of fuel for the body. After digestion, glucose passes into the bloodstream, where it is used by cells for growth and energy. Uncontrolled glucose levels increase risk for diabetes. *To improve your glucose, be conscious of your sugar intake and maintain healthy eating habits.*



TOBACCO/NICOTINE

Cigarette smoking is the leading cause of preventable death in the United States, accounting for approximately 1 of every 5 deaths in the United States each year. Cigarettes, cigars, e-cigarettes, other tobacco products (such as chewing tobacco and snuff), and tobacco smoke contain nicotine. *It is recommended to quit using these products to eliminate the tobacco/nicotine in your system. Different treatments work for different people. The most important thing is to try, try, and try again until you succeed! You can find an effective way to quit.*

Source: <http://www.cdc.gov>



CONSULT YOUR DOCTOR

For more information about these health measures, you are encouraged to talk with your doctor.



Pace Industries has given you a number of tools and resources to help you achieve your health goals. If you have questions regarding the resources below, contact your Human Resources representative for more information.

Utilize additional resources and tools available:

- Active.com - a site which allows you to search and register for local events, find training tips, and browse articles by health topics - Bravo can connect you to a variety of tools to help you on your wellness journey. You can find this on the registration site at www.bravowell.com/paceind
- http://www.heart.org/HEARTORG/Conditions/Cholesterol/PreventionTreatmentofHighCholesterol/Prevention-and-Treatment-of-High-Cholesterol_UCM_001215_Article.jsp
- <http://www.diabetes.org/living-with-diabetes/treatment-and-care/blood-glucose-control>
- Smoking Cessation Program through QuitLogix. Contact Bravo Wellness at 877-662-7286.

Chaplain Program

The services offered through the Pace Cares Chaplain Program include:

- Trained professional chaplains on call 24 hours a day, 365 days a year, nationwide, for crisis intervention and emergency situations.
- Regular, brief worksite visits as well as hospital, nursing home, funeral home, family home, and/or other neutral site visits, when appropriate.
- Provide individual, as well as immediate family, confidential chaplain discussions for problem issues including, but not limited to: Marriage, divorce and remarriage, serious illness, death and grief recovery, child-rearing, care of ageing parents as well as any other personal issues.
- Provide referral service and act as coordinator for specialized assistance to associates and/or immediate family members, including pre-marital discussions and follow-up contact with newlywed couple.
- Make jail visits to associates and immediate family members who are incarcerated; assist the family during times of separation; help with the transition of individuals back into mainstream society.
- Help plan, conduct or attend funerals including follow-up support and encouragement to the family during the grief period.

For more information about the Chaplain Program contact your local HR office or visit Marketplace Chaplains USA located on pacecares.paceind.com

SmartDollar Financial Wellness Program

Online financial wellness program

- Designed specifically for employees in the workforce
- Ongoing online program tailored for each employee
- Available 24/7 so employees can engage at their own pace on any device
- Tracking and reporting help you to measure the success of the program

For more information about the SmartDollar Program contact your local HR office.



Be sure to check out the free resources available on your web portal. You'll find access to health challenges, gamification apps, and health related social networking solutions. These free resources can help prepare you for your upcoming health screening.



- #1 health website - highest average time spent (more than WebMD).
- #1 food website - most minutes per visitor (more than Food Network).
- Over 15 million registered members.
- 2012 OMMA award winner for website excellence.
- Named One of the Best Diets by U.S. News & World Report.



- Sign-up up for local events
- Access nutrition information
- Read articles & newsletters
- Ask questions
- Find tips for your mind & body
- Learn yoga at home
- Train for an upcoming marathon
- Access health plans & track workouts

All apps listed below are free and available for iOS and Android



MyFitnessPal



Fitocracy



Fooducate



FREQUENTLY ASKED Questions

WHAT IF I DON'T MEET MY PROGRAM GOAL?

If your program requires the achievement of a goal, there may be alternative ways to qualify. If we have results from your last Bravo screening, your improvement will be automatically considered. If Bravo does not have prior results, you will be provided the information you need to request an alternative goal in your results letter. Alternatives are typically based on improvement from prior results or on completion of a program that is related to health improvement within a certain biometric. Contact Bravo Wellness and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

WHAT IF MY RESULTS ARE NOT CONSISTENT WITH RECENT TESTS?

In the event that the screening results differ significantly from recent medical results, a Type 1 (dispute of accuracy) appeal may be submitted with supporting documentation within 30 days of the date displayed on your original results letter. Any retesting may be at the expense of the participant.

WHAT IF I HAVE A MEDICAL CONDITION AND I CANNOT MEET THE GOAL OR THE ALTERNATIVE GOAL (IF APPLICABLE)?

If Pace Industries goal(s) or reasonable alternative goal(s) are considered unreasonably difficult due to a medical condition or medically inadvisable (Type 2 Appeal), Bravo Wellness manages appeals and coordinates personalized alternatives for these goals. Any retesting may be at the expense of the participant. Contact Bravo Wellness for more information.

IS THIS PROGRAM LEGAL? CAN PACE INDUSTRIES REALLY BASE MY PREMIUM ON MY HEALTH RESULTS?

Bravo administers programs in compliance with the Affordable Care Act's (ACA) Incentives for Non-Discriminatory Wellness Programs in Group Health Plans. This allows employers to adjust healthcare cost for those on the health plan who meet certain health goals. At Bravo, we also adhere to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and Protected Health Information (PHI) protocols. This ensures that your personal information, including your results, will not be shared with any unauthorized parties, including Pace Industries.

DOES EVERYONE HAVE TO PARTICIPATE?

No, participation in this program is voluntary. However, if you choose not to participate, you will not be eligible for the discounts and will be responsible for the full base rate, which could be up to 40% of total cost premium for your healthcare coverage.

HOW WILL I RECEIVE MY RESULTS?

Results will be posted to your secure account on the portal you registered on. You will receive an email notification to alert you when they are available.

WILL PACE INDUSTRIES SEE MY RESULTS?

No, Bravo Wellness will not share your individual results with Pace Industries. They will be given a summary of the number of wellness points each employee received as a result of the health screening, but will not know which category or any specific laboratory results. Pace Industries may request that your results be sent to an approved third party for coaching or to be included in your health assessment.

DO SPOUSES AND ADULT DEPENDENT CHILDREN NEED TO BE SCREENED?

Since studies show that engaging spouses can help improve the health of the employee, your company is allowing covered spouses to be screened this year.

NEED ASSISTANCE? CONTACT BRAVO WELLNESS AT 877.662.7286