

2014 OPEN ENROLLMENT — What's New

July begins a new insurance plan year. There are some important things that everyone should remember this time of year, and there are some new changes that will begin in July. Deductibles reset in July. This includes medical and prescription deductibles. There have also been some new changes in order to help simplify our insurance and some because of the Affordable Care Act.



4-TIER DESIGN FOR MEDICAL INSURANCE

- | | |
|--------------------|------------------------|
| 1. Employee | 3. Employee/child(ren) |
| 2. Employee/spouse | 4. Family |

NEW RATES

See attached rate sheet.

OUT-OF-POCKET MAXIMUM

- ➔ \$3,000 (single), \$6,000 (family)
- ➔ Due to the Affordable Care Act, beginning January 1, 2014, all medical deductibles, co-payments and co-insurance will calculate into the out-of-pocket maximum amount.

PRESCRIPTION DRUG COVERAGE

- ➔ The Value Formulary is a tiered list of medications covered by your health plan that emphasizes the use of generic drugs as the first line of prescribing.

➔ 4 tiers of prescriptions:

Tier 1 — No change	Tier 2 — No change	Tier 3 — No change
Tier 4 — Member pays 100% of the discounted BCBS rate (previously non-covered medications).		

➔ Generics are required for the following prescription classifications:

- | | | |
|------------------------------|--|---------------------|
| • Blood pressure medications | • NSAIDs (non-steroidal anti-inflammatory drugs) | • Sleep medications |
| • Cholesterol medications | • Antidepressants | • Nasal steroids |
| • Osteoporosis | | • Migraine |

- ➔ The following drugs can still be obtained at the discounted price by using your pharmacy card's Tier 4 option due to over-the-counter products available:

- | | |
|--------------------------------|------------------|
| • PPI (proton pump inhibitors) | • Antihistamines |
|--------------------------------|------------------|

- ➔ This prescription drug coverage change will generate new insurance ID cards for all members.

TASC — MEDICAL FLEXIBLE SPENDING ACCOUNT

- ➔ Beginning July 1, 2014, you will be able to carry over up to \$500 of your unused medical FSA funds from year-to-year. This will remove the grace period on the current FSA plan.

**These plan design changes for medical and prescription drug coverage do not apply to AIRO. The only changes that apply to AIRO are the TASC changes.

Women Staying Well

At every age, good health care is a woman's best friend. That relationship becomes stronger as you learn the importance of staying well throughout the years. Review these smart strategies for taking charge of your health.

Stay aware. Prevention is your primary goal for health protection. We can often avoid the most serious health problems, including heart attack, diabetes, cancer and arthritis, by learning about them. Know their risk factors, signs and means of early detection.

Worried about stress or weight gain? Think about how these conditions might be affecting your health. Awareness is the first step to change.

Stay confident. It's clear we all need to know more about our health issues, including health care. You can take the lead in managing your health and medical care with your health care provider's help.

Pregnancy, migraine headache, menopause, insomnia, depression — a woman faces many health challenges throughout her life. Making time for self-care, quality provider visits and routine checkups can help you thrive at any age.

Don't put off that Pap test or mammogram or forget your vaccinations.

Stay fit. Sound nutrition and regular exercise are the foundation of fitness — make maintaining muscle, strong

bones and proper weight your lifelong goals. Together, they can help keep you young at heart.

Start with simple changes and a fresh attitude. Some great choices: Eat plenty of vegetables, fruits and whole-grain foods. Avoid sweets and alcohol. If you smoke, set a quit date. Learn to enjoy and appreciate your workouts. Why not enlist a fitness partner and coach each other?

Stay balanced. Are you juggling too many obligations, people and activities at once? Balancing everything in your life is critical to wellness — especially if you want time for healthful pursuits.

Learn to make smart choices. Identify a few special goals and how to realistically meet them to make them stick. Example: You might choose a daily 20-minute walk in exchange for less social networking.

Rely on Your Health Care Provider

Your provider is your key to staying well. Above all, be sure you communicate well together.

- ◆ If you are fighting unhealthy lifestyle habits, such as smoking, alcohol abuse or excess weight, your provider can help you with positive changes.
- ◆ If you have unhealthy cholesterol, high blood pressure, diabetes, COPD, arthritis or other serious conditions, follow your provider's treatment plan fully.
- ◆ If stress or depression affects your daily life, most providers will counsel you on mental issues particularly as they affect your physical health.

Ask your provider about scheduling regular cancer screenings, routinely checking your vitals, including blood pressure and weight, and when to review any medications you take.



You can make time for wellness if you can visualize a healthier future, feeling stronger, positive and more in charge of your life. **Start now: Women's Health Week is May 11 to 17 (Mother's Day week).**

Muscle Power for Every Body

What helps you move through every hour of every day? Muscles do. They help us do almost everything — from protecting the joints and bones and holding the entire body together to helping us swallow and digest our food, pump our blood, sleep, reduce fatigue, and even smile.

Everyone can benefit from added muscle power, regardless of age or fitness. If you're overweight, older or don't like rigorous exercise, a moderate strength training routine (2 to 3 brief workouts a week) is a proven, positive start toward better fitness. With proper guidance, muscle workouts can quickly build strength — and with it, the confidence and motivation to stay active.

In addition to building muscle and reducing body fat, regular strength training can significantly improve:

- Blood glucose
- Resting blood pressure
- Bone mineral density
- Blood lipid profile
- Gastrointestinal function

And can help treat:

- COPD function (chronic obstructive pulmonary disease)
- Low back pain
- Metabolic syndrome (risk factors that raise risk for heart disease and other conditions)
- Arthritis
- Depression

If you've been wanting to adopt a strength building routine, don't wait. **Strengthening options include:** free weights and machine workouts, elastic bands, calisthenics and water-resistance exercise.

Even if you have chronic health conditions, don't be intimidated by muscle workouts. Get your provider's help in planning a routine based on your fitness level.



Sunscreen 101

Every time your skin tans or burns, it is damaged. As the damage builds, you speed up the aging of your skin and increase your risk for skin cancer.

Using sunscreen is the best way to protect your skin from sun rays. When choosing a sunscreen, knowing some basics will help.

1. Sunscreens contain filtering substances that reflect or absorb UV rays. There are organic (chemical) sunscreens that absorb UV radiation, and inorganic (physical) sunscreens that reflect and scatter UV radiation. Sunscreens generally use both organic and inorganic ingredients for better blocking.

Tip: Always use a broad-spectrum sunscreen that blocks UVA and UVB rays.

2. The FDA recommends using sunscreen with a minimum SPF of 15. Dermatologists favor SPF 30 sunscreens, which provide

slightly more protection.

Regardless, always apply sunscreen thoroughly and frequently when you're in the sun, especially if you're swimming or sweating.

Tip: Sunscreens can no longer advertise they are waterproof or sweatproof. They can be labeled "water resistant" if their labels instruct users to reapply after 40 or 80 minutes of swimming or sweating, immediately after towel drying, and at least every 2 hours.

3. Most experts report sunscreen use does not encourage excessive sun exposure, which increases skin cancer risk. Using sunscreen can reduce your risk of melanoma skin cancer.

Tip: Only broad-spectrum sunscreens with an SPF of 15 or higher can claim to reduce skin cancer or prevent early skin damage.

Shape Up Your Blood Vessels

Your heart pumps blood through a vast network of blood vessels called the circulatory system. The large vessels, or arteries, carry oxygen-rich blood from your heart and lungs to every cell in your body while the veins carry blood back to your heart. Arteries and veins are connected and supported by capillaries, the smallest blood vessels.

Over time, cholesterol and other fat deposits accumulate on artery walls, harden into plaque and narrow the arteries. Chronic high blood sugar also slowly damages blood vessels. Blocked arteries decrease the supply of blood and oxygen to your body, which can lead to high blood pressure, heart attack and stroke — cardiovascular diseases that are associated with diabetes and other chronic conditions.

To keep blood vessels strong:

Kick tobacco. Because smoking injures the blood vessels, quitting is the best way to strengthen them. Within 1 year of quitting, your excess risk of heart disease drops 50%.

Control diabetes. Monitor your blood sugar level frequently. Heart and blood vessel problems are the main causes of sickness and death among people with diabetes.

Check your vital signs. Stay aware of the key indicators for blood vessel health — blood pressure and cholesterol levels.

Add fruits and vegetables. Their nutrients, including soluble fiber, are crucial to arterial health.

Get daily exercise. Just 30 minutes of moderate-intensity activity, such as walking, can produce blood flow and oxygen delivery that can significantly improve and protect the health of your arteries.

Summertime TIPS

Summer is the time to enjoy time away from work, socialize with friends and family, and participate in activities we enjoy. Unfortunately, for many people, summer fun turns into avoidable tragedy. Let's look at 2 major summer outdoor activities.

Lawn Mower Misfortunes

Time and again, Dr. Edwin Harris, a Loyola University Health System pediatric podiatrist, has treated children who have lost toes or the front parts of their feet in lawn mower accidents.

"These accidents are devastating but totally preventable," Harris says. "Kids should never be around a running lawn mower. And children under the age of 16 should not be allowed to operate either a riding lawn mower or a walk-behind mower."

The power lawn mower is one of the most dangerous tools around the home. Each year, approximately 200,000 people, including 16,000 or so children, are injured in lawn mower accidents, according to the U. S. Consumer Product Safety Commission.

Lawn mower injuries include deep cuts, loss of fingers and toes, broken and dislocated bones, burns, and eye and other injuries.

To prevent lawn mower injuries, the American Academy of Pediatrics recommends the following:

- Try to use a mower with a control that stops the mower from moving forward if the handle is let go.
- Children younger than 16 years should not be allowed to use ride-on mowers. Children younger than 12 years should not use walk-behind mowers.
- Wear sturdy shoes (not sandals or sneakers) while mowing.
- Prevent injuries from flying objects, such as stones or toys, by picking up objects from the lawn before mowing begins. Use a collection bag for grass clippings or a plate that covers the opening where cut grass is released. Have anyone who uses a mower wear hearing and eye protection.
- Make sure that children are indoors or at a safe distance well away from the area that you plan to mow.
- Start and refuel mowers outdoors, not in a garage or shed. Refuel with the motor turned off and cool.
- Make sure that blade settings (to set the wheel height or dislodge debris) are done by an adult, with the mower off and the spark plug removed or disconnected.
- Do not pull the mower backward or mow in reverse unless absolutely necessary. Check for children behind you when you mow in reverse.
- Always turn off the mower and wait for the blades to stop completely before removing the grass catcher, unclogging the discharge chute or crossing gravel paths, roads or other areas.
- Do not allow children to ride as passengers on ride-on mowers.



Cookout Catastrophes

With more Americans lighting their grills than ever before, it's important to remember that a fun barbecue is a safe barbecue. People grill out because the food tastes better and they enjoy it. They are grilling out every day, so they need to be reminded of safety every day.

Remember, anytime you work with fire there's a chance of getting burned, so take precautions. Every man has said, "Hey, watch this!" with lighter fluid and charcoal. There are a lot of barbecue-related burns in the ER each year.

Read the owner's manual — Always read the owner's manual before using your grill and follow specific usage, assembly and safety procedures. Contact the grill manufacturer if you have specific questions.

Grills are for outside only — Never barbecue in your trailer, tent, house, garage or any enclosed area, because carbon monoxide may accumulate and kill you.

Use your grill in an open area — Place your grill in an open area that is away from buildings, overhead combustible surfaces, dry leaves or brush.

Keep the grill stable — When using a barbecue grill, be sure that all parts of the unit are firmly in place and that the grill cannot tip over.

Use long-handled utensils and/or barbecue mitts — Use barbecue utensils with long handles (forks, tongs, etc.) and wear barbecue mitts to avoid burns and splatters.

Wear safe clothing — "Kiss the cook" aprons are fun, but wear clothing that does not have hanging shirttails, frills or apron strings that can catch fire, and use flame-retardant mitts when adjusting hot vents.

Keep the fire under control — To put out flare-ups, either raise the grid that the food is on, spread the coals out evenly or adjust the controls to lower the temperature. If you must douse the flames with a light

spritz of water, first remove the food from the grill.

Be ready to extinguish flames — Use baking soda to control a grease fire and have a fire extinguisher handy. A bucket of sand or a garden hose should be near if you don't have a commercial extinguisher. Consider placing a grill pad or splatter mat beneath your grill to protect your deck or patio from any grease that misses the drip pan.

Stay away from hot grills — Don't allow anyone to conduct activity near the grill when it's in use or immediately following its use, and never attempt to move a hot grill.

Never leave a grill unattended once it's lit. Many people leave the grill on for a few minutes after the food is removed to burn off grease and then forget about it. Stand there and wait the 5 minutes it takes for it to heat, take your wire brush and clean it off. Once you're done cleaning it, turn off the dials and turn off the propane tank.



How Does Eating Locally Grown Food Help the Environment?



In our modern age of food preservatives and additives, genetically altered crops and *E. coli* outbreaks, as with the recent spinach debacle, people are increasingly concerned about the quality and cleanliness of the foods they eat. Given the impossibility of identifying the pesticides used and the route taken to grow and transport, say, a banana from Central America to our local supermarket, foods grown locally make a lot of sense for those who want more control over what they put into their bodies.

Locally Grown Food Tastes Better

John Ikerd, a retired agricultural economics professor who writes about the growing “eat local” movement, says that farmers who sell directly to local consumers need not give priority to packing, shipping and shelf-life issues and can instead “select, grow and harvest crops to ensure peak qualities of freshness, nutrition and taste.” Eating local also means eating seasonally, he adds, a practice much in tune with Mother Nature.

Eat Locally Grown Food for Better Health

“Local food is often safer, too,” says the Center for a New American Dream (CNAD). “Even when it’s not organic, small farms tend to be less aggressive than large factory farms about dousing their wares with chemicals.” Small farms are also more likely to grow more variety, says CNAD, protecting biodiversity and preserving a wider agricultural gene pool — an important factor in long-term food security.

Eat Locally Grown Food to Reduce Global Warming

Eating locally grown food even helps in the fight against global warming. Rich Pirog of the Leopold Center for Sustainable Agriculture reports that the average fresh food item on our dinner table travels 1,500 miles to get there. Buying locally produced food eliminates the need for all that fuel-guzzling transportation.

Eat Locally Grown Food to Help the Economy

Another benefit of eating locally is helping the local economy. Farmers on average receive only 20 cents of each food dollar spent, says Ikerd, with the rest going for transportation, processing, packaging, refrigeration and marketing. Farmers who sell food to local customers “receive the full retail value, a dollar for each food dollar spent,” he says. Additionally, eating locally encourages the use of local farmland for farming, thus keeping development in check while preserving open space.

Take the Eat Local Challenge

Portland, Oregon’s EcoTrust has launched a campaign, the Eat Local Challenge, to encourage people to eat locally for a week so they can see — and taste — the benefits. The organization provides an “Eat Local Scorecard” to those willing to try. Participants must commit to spending 10% of their grocery budget on local foods grown within a 100-mile radius of home. In addition, they are asked to try 1 new fruit or vegetable each day, and to freeze or otherwise preserve some food to enjoy later in the year.

How to Find Locally Grown Food Near You

EcoTrust also provides consumers with tips on how to eat locally more often. Shopping regularly at local farmers markets or farm stands tops the list. Also, locally owned grocery and natural foods stores and co-ops are much more likely than supermarkets to stock local foods. The Local Harvest website provides a comprehensive national directory of farmers markets, farm stands and other sources of locally grown food.



Saltillo Environmental Team

An environmental team has been established and consists of employees from all over the organization. The team helps to ensure that key environmental goals, objectives and actions are being followed. The team showed their commitment with the environmental planting of several trees in the garden area.



Environmental Culture

The team started a campaign to educate employees about simple and effective ways that they can reduce their environmental impact at work and at home.

The campaign focuses on 3 main areas of resource consumption — water, electricity and paper.

By providing employees with regular campaign updates and results, as well as environmental tips and information, an

environmentally-conscious culture has been established within the organization.

Environmental Messages

The earth is our refuge, so let’s help and protect it. The future of many generations depends on that.

Extending Safety: Using Extension Cords Correctly

Extension cords are for temporary use only — one of the most important things to remember about them. Follow these other guidelines for using them safely:

Decide which extension cord to use depending on wattage, indoor or outdoor use and conditions. Check power tool or equipment manufacturer's instructions for guidance.

Look for the UL Mark on extension cords you purchase or use. This means they have been checked for safety hazards.



Never run extension cords under carpets, through ceilings or walls — they can overheat.

Check extension cords for damage and don't use them if compromised.

Place extension cords away from high-traffic areas such as walkways or doorways — they could cause a tripping hazard.

Never use staples or nails to attach cords or cord bundlers to a surface, such as a baseboard or a wall. They could puncture the insulation and create a shock or fire hazard.

safety corner

3 Motorcycle Safety Tips for Car Drivers

More than half of motorcycle mishaps involve another vehicle, according to the Motorcycle Safety Foundation.

As a driver, keep a lookout for motorcycles 3 ways:

1 Double-check your mirrors.

A motorcycle can be easily hidden in a car's blind spot or behind objects because of its smaller size.



2 Allow more following distance, by at least 3 or 4 seconds.

Motorcyclists often slow by downshifting or merely rolling off the throttle, which doesn't activate the brake light.

3 Predict that a motorcycle is closer than it looks. Check traffic before turning at an intersection or into (or out of) a driveway.

Always keep your mind and eyes on the road and both hands on the wheel. Look out for yourself — and for others.

Drowning: *What to Watch For*

If you're a boater, swimmer or anyone who spends time by the water, remember — drowning is quiet. The victim rarely splashes and screams for help.

Instead, former U.S. Coast Guard rescue swimmer Mario Vittone advises everyone to look for these signs:

- ✓ Head is low in the water; mouth at water level.
- ✓ Head is tilted back with mouth open.
- ✓ Eyes are closed or appear glassy, empty and unable to focus.
- ✓ Hair is over forehead or eyes.
- ✓ Not using legs — remains upright in the water.
- ✓ Hyperventilating or gasping.
- ✓ Trying to swim in a particular direction but not making headway.
- ✓ Trying to roll over on the back.
- ✓ Appears to be climbing an invisible ladder.



Supervise children at all times. Never leave them alone near water — not even for a minute.

Get Ready for Summer Produce

By Cara Rosenbloom, RD

A bounty of fresh produce awaits as spring leads into summer. Fresh fruits and vegetables add vibrancy, texture and flavor to your meals — plus lots of fiber and few calories.

Start with green. Include green vegetables daily for their stellar nutrient content. Stir-fry leafy greens — kale, spinach, arugula, collards, Swiss chard — in garlic and olive oil, or use them for salads. Barbeque Romaine lettuce for a unique twist on Caesar salad. Simply cut lettuce in half lengthwise, brush with olive oil and garlic, grill for 2 minutes, and top with lemony vinaigrette and Parmesan.

Throw in more colors. Expand your taste buds with these fruits and vegetables:

- ❖ **Apricots** — When fresh, these relatives to plums give a delicious tart-sweet bite.
- ❖ **Heirloom tomatoes** — Succulent and juicy, these colorful red, green and yellow gems pair well with feta cheese and oregano. And they're actually a fruit.
- ❖ **Jicama** — Peel the brown skin, slice and eat alongside celery and cucumber with hummus.
- ❖ **Peppers** — For a fast rainbow, toss together vitamin C-rich green, red, yellow and orange peppers with olive oil, lime and cilantro. Look for purple peppers, too.
- ❖ **Berries** — Farmers' markets have unique in-season berries to try. Look for black currants, bilberries, cape gooseberries and mulberries in addition to traditional blueberries and strawberries.



PRODUCE PICK

of the Month

Fruit or vegetable? Botanically speaking, a fruit develops from a flower and is the section of the plant that contains seeds. For example, tomatoes, peppers, peapods, beans and cucumbers are fruits because they contain seeds, but are considered vegetables by popular culinary standards. The other edible plant parts are considered vegetables — stems, leaves and roots.

One thing's for sure: We should eat plenty of both.



Strawberries in the Pink

EASY | RECIPE

From Personal Best®

- 3 cups sliced fresh strawberries
 - ½ cup nonfat sour cream
 - ½ cup low-fat cream cheese (softened)
 - ½ tsp vanilla extract
1. Set aside 2 cups of berries.
 2. Purée 1 cup of berries in a blender.
 3. Add remaining ingredients and blend until very smooth; cover and refrigerate cream 2-3 hours.

Before serving: Combine remaining berries with cream and spoon into dessert cups.

Makes 4 servings. Per serving:

121 calories | 4g protein | 5g total fat | 2.5g sat fat | 1.3g mono fat | .4g poly fat
| 16mg cholesterol | 16g carbs | 7.9g sugar | 2.5g fiber | 149mg sodium



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PACE UPDATES



Pace Industries would like to honor any of our associates or their family members who are currently serving in the Armed Forces or who have served in the past. We would like to share your story with all of our associates on the Pace Cares website. If you would like to share your experience or let everyone know how proud you are of a family member, please submit your photos and stories on the Pace Cares website at: <http://pacecares.paceind.com/culture/pfh>.

“My responsibility, our responsibility as lucky Americans, is to try to give back to this country as much as it has given us, as we continue our American journey together.”

~ Colin Powell

**Thank you for your service
and God bless!**

PACE Recruitment

A Pace associate recently asked, “What are some of the skills and abilities that Pace Industries is looking for in their manufacturing facilities?” That is a great question. Major needs at Pace are as follows:

- ✓ Ability to operate and program automated manufacturing systems.
- ✓ Understanding of hydraulic, pneumatic, and electrical systems and how to repair or rebuild our manufacturing equipment.
- ✓ Ability to read and write machine programming code.
- ✓ Ability to read manufacturing blueprints.

These skills are needed for:

- MAINTENANCE TECHS
- AUTOMATION TECHS
- QUALITY AUDITORS & INSPECTORS
- TOOL AND DIE MAKERS
- CNC AND CMM PROGRAMMERS
- AND OPERATORS

As a current Pace associate, you have the inside track to getting these jobs! If you have a solid work history and the ability to learn and develop your technical skills, you can step into these types of careers within a few short months. It starts with contacting Ken Stuckey, Director of Talent Acquisition and Development, at ken.stuckey@paceind.com for more information. Take the first steps toward a better job today. Let us help you discover and develop those skills you might not be using to take your career to another level at Pace.

PACE INDUSTRIES

OUR REFERRAL PROGRAM IS GOING SOCIAL, & YOU GET REWARDS

Sign up now at: <http://bit.ly/zao-pace2014>

- AUTOMATIC MATCHING**
Connect to social networks & Zao will show you which of your friends might be a good fit for our open jobs
- ZAO MAKES SURE YOU GET CREDIT**
You get credit, points and leaderboard achievements when you share jobs & upload resumes through your Zao account
- SMART AUTO POST**
You can automatically share jobs on Facebook and LinkedIn
- IT'S REALLY EASY**
Watch the intro video [here](#)