



One International Place
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MID-YEAR OPPORTUNITY!
MID-YEAR PROVIDER FORMS SUBMITTED WITH
PASSING GOALS/ALTERNATIVES BY
OCTOBER 30, 2016, WILL BE EFFECTIVE FOR
THE JANUARY 2017 PAYROLL.

A mid-year opportunity is being offered by Pace Industries to all Associates and covered spouses on the health plan.

Although not required as a part of Pace Industries’ wellness program and with appeals and alternative deadlines expired, Pace Industries has decided to offer you an additional opportunity to screen with your healthcare provider to receive credit for any goals you didn’t meet, but achieved mid-way through the program year. In addition, any Associate and covered spouse who chose not to participate in the initial screening, will also be given another opportunity to screen through your healthcare provider. Please note that **any costs associated with this additional screening will be the responsibility of the participant.** Any additional goals achieved **will be effective for the first January 2017 check.**

The following page is a reminder of your prior year health screening results as well as the anticipated health goals for next year. Use this information to help you determine areas to improve upon (if applicable).

If you did not participate the results section will be blank.

Cheering you on,
Bravo

If you have any questions, please call Bravo at 877.662.7286 or contact your HR Department.

Plan Design for Plan Year 2016

Health Screening Tests	2016 Goals	Points Earned if Goal Met
Body Mass Index ¹	≤ 29.9	1
Blood Pressure	≤ 125/85	1
LDL Cholesterol	≤ 130	1
Glucose	≤ 110	1
Health Screening Test	2016 Goal	Weekly surcharge if Positive
Tobacco / Nicotine	Negative	\$20

¹Waist 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. See your participant guide for more information.

Body Mass Index (BMI) is a measurement of your weight distribution compared to your height. Carrying excess weight, based on healthy ranges for your height, may predispose you to various medical conditions including coronary heart disease, high blood pressure, type-2 diabetes, gallstones, breathing problems and certain types of cancers. Even a small amount of weight loss (5-10% of your total body weight) can improve weight-related health problems due to high BMI.

2016 Improvement Charts to Meet Alternative Goals

If you did not meet Pace Industries' goal, but made improvement in that area from one category level to the next since your last health screening, you can still earn the credit! If you are unable to meet a goal under this wellness program, you might qualify to earn the same financial impact by different means if you are covered on the health plan.

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

BMI		
5% Weight Loss since last screening (as long as it was 6+ mos. Ago)		
BLOOD PRESSURE (mmHg) Pace Goal: ≤ 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

For your convenience, a provider form is attached. Should you choose to participate in the mid-year opportunity, the results of your screening conducted **between July 22, 2016 and October, 30, 2016** will be accepted. Please have your healthcare provider fill out the enclosed Mid-Year Form with your results, sign the form, and **return to Bravo Wellness by October 30, 2016. Any costs associated with this additional screening will be the responsibility of the participant.** Any additional goals achieved will be effective in the **January 2017 payroll. NO LATE FORMS WILL BE ACCEPTED.**