

Good Health Impacts Everyone

Health care costs and insurance premiums for companies have continued to rise over the last few years. Pace has resisted raising the contribution made by our associates this year. We take pride in being able to provide quality health care at reasonable and competitive prices.

Over the past year we have initiated programs to encourage associates and spouses to become more proactive in their health.

With your continued participation in the current and future programs we can combat the increasing rise of health care cost.

Upon reviewing health care cost we found that Emergency Room visits increased by 14% on our plan last year. According to BlueCross BlueShield many of these claims did not require a visit to the Emergency Room, and they could have been handled at a Primary Care Physician's office. We have initiated a program to help educate members on the proper use of Emergency Rooms and implemented the Nurse 24 hotline which is a tool that directs members to the appropriate medical care. In addition, one way to avoid increasing everyone's premiums is to adjust our co-pays. Effective July 1, 2013 Pace will increase the Emergency Room co-pay to \$250.00. The co-pay will

We take pride in being able to provide quality health care at reasonable and competitive prices.

be waived if you are admitted to the hospital.

In reviewing our insurance plan we found a need to simplify the deductible renewal. Our deductible is currently on a calendar year while our insurance is on a plan year. In January 2014, deductibles will be extended for six months. Beginning in July 2014, both insurance and deductibles will renew at the same time.

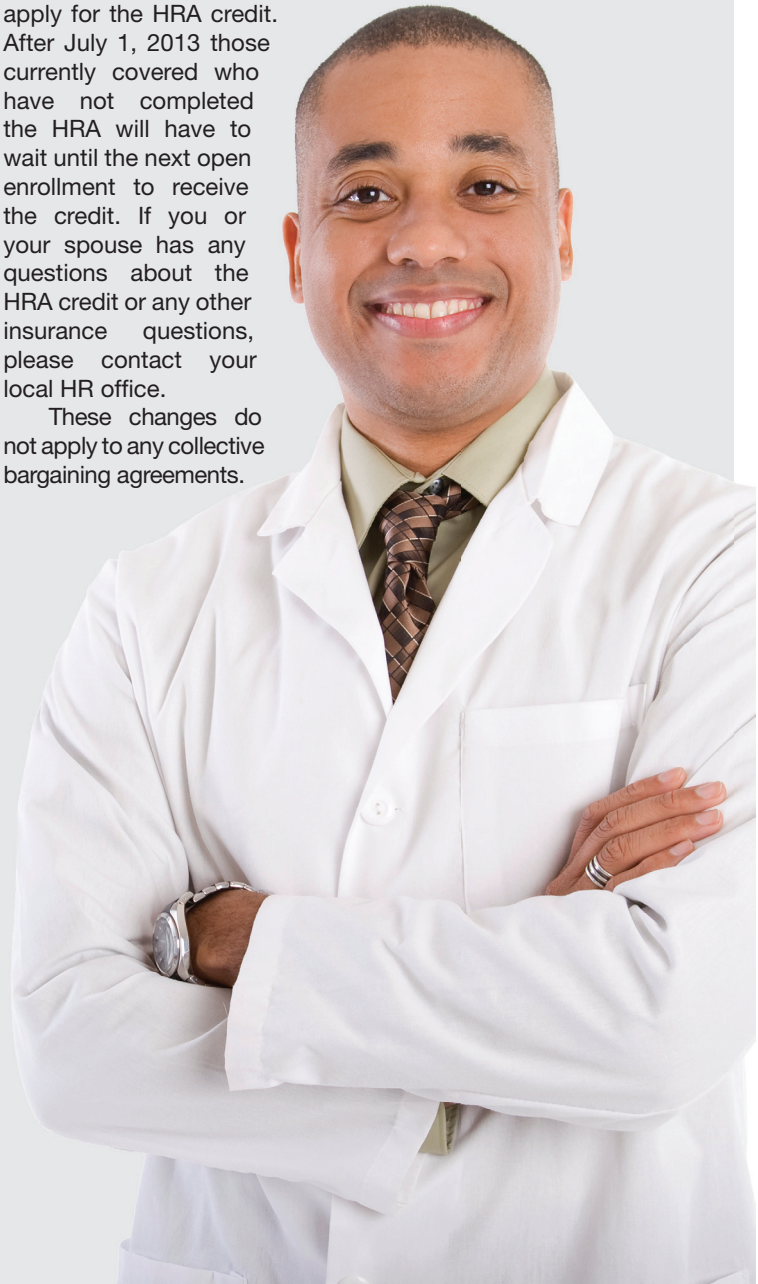
If you're on Pace health insurance, we encourage you

to take an HRA (Health Risk Assessment) to know your health numbers. Taking a HRA can identify risk factors that you or your spouse may not know exist. Identifying these risks early can be the key in your overall health. We give participating

associates a discount on their health insurance cost. Anyone who is newly eligible for insurance has 60 days to get their HRA completed to receive this credit. We have been allowing employees and spouses to continue to participate in the HRA credit after the deadline of January 1, 2013. Effective July 1, 2013 the only associates eligible for the credit will be new hires or associates who have had a qualifying event and have recently gained coverage by Pace. If you are currently covered under Pace insurance and you or your spouse has not completed the HRA, you have until June 30th to

apply for the HRA credit. After July 1, 2013 those currently covered who have not completed the HRA will have to wait until the next open enrollment to receive the credit. If you or your spouse has any questions about the HRA credit or any other insurance questions, please contact your local HR office.

These changes do not apply to any collective bargaining agreements.



PACE CARES WEBSITE

<http://pacecares.paceind.com>

*Health Benefit Information
Updated EHS Stories
Safety Videos
News and Events
Mission, Vision, and Values
Wellness Center Info*

INSIDE THIS ISSUE:

Pace Family Heroes
pg. 2

ER Education
pg. 2

8 Summer Steps For Healthy Living
pg. 3

Solutions for Life & Money
pg. 4

Featured Recipe
pg. 4

More Ways Smoking Affects Your Body
pg. 4

Sharing The Road
pg. 5

Your Blood Pressure
pg. 5

Summer Safety Rules
pg. 6

17 Environmental Facts
pg. 7

Oh My Aching Back!
pg. 7

Pace Technical Talent Search
pg. 8

PACE FAMILY HEROES

Pace Industries would like to honor any of our associates or their family members that 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!



2013/2014 Benefit Plan Year

The benefit elections you chose during open enrollment will be effective on July 1, 2013. If you did not log into the benefits portal and make changes to your benefit elections, then your benefits will remain the same as they were for 2012. The only benefit that does not roll over is the Flexible Spending Account for Health Care or Dependent Care expenses. To participate in the FSA Accounts you are required to log into the benefits portal and elect your contribution amount for the new plan year.

If this is the first year you enrolled in the medical or dental plan, you can expect to receive insurance cards for both plans within 7 – 10 business days, before the plans' effective date of July 1, 2013.

The vision insurance carriers do not issue insurance cards. If you are enrolled in the VSP vision insurance, simply tell the eye care provider you are a member of the VSP Signature plan. If you work at the AIRO plant, simply tell the eye care provider you are a member of Davis Vision.

+ ER EDUCATION

WHEN TO GO TO THE EMERGENCY ROOM

Difficulty breathing, shortness of breath

This could be a sign of an asthma attack or even a heart attack. Any difficulty with breathing or shortness of breath should always be taken seriously and checked out by a medical professional. Women often experience shortness of breath when having a heart attack.

Chest or upper abdominal pain or pressure

If you feel discomfort or pain like a tight ache, pressure, or squeezing in your chest lasting more than a few minutes, it could be a warning that you are having a heart attack. This pain may extend downward into your abdominal area and could feel like heartburn.

Fainting, sudden dizziness, weakness, lack of mobility

These symptoms could be alerting you to a stroke, heart or circulation problem, seizure or dehydration. These are serious conditions that should not be taken lightly.

Changes in vision

Sometimes stroke victims experience double vision or loss of all or part of their vision. If this occurs, the person should go to the ER immediately to be evaluated.

Confusion or changes in mental status

This includes difficulty speaking, unusual fatigue, and feeling disoriented. These could be signs

of a stroke, seizure, dehydration, or another major problem.

Any sudden or severe pain

A severe headache (the worst you have ever had) could be signaling a brain aneurysm. Severe abdominal pain could indicate either an appendix attack or a stomach aneurysm. An acute shooting pain or heavy discomfort in the left arm could be a sign of a heart attack.

Uncontrolled bleeding

If you have applied pressure to a wound for 15 to 20 minutes and it does not stop bleeding, then you should see a medical professional who can assess the injury.

Severe or persistent vomiting or diarrhea

Continual vomiting and diarrhea means you run the risk of dehydration, which can lead to other serious conditions if left untreated.

Coughing or vomiting blood

Coughing or vomiting blood could mean a bleeding ulcer, tumors in the stomach or esophagus, or a serious lung disease.

Suicidal or homicidal feelings

Sometimes a person with a mental disorder begins exhibiting behavior that could be dangerous either to himself or others around him. It is vital for a medical professional to see the person. Be sure to tell the ER staff what medications, if any, the person is taking.

WHEN TO GO TO YOUR DOCTOR OR VISIT AN URGENT CARE CLINIC

Yearly health exams

Well – baby checks

Care of minor ailments

Immunizations

Flu Shots

Minor burns or cuts

Minor illness

Minor sprains

Ear infections

Fever

Sore Throat

Stomach ache

Headaches / Dizziness

NURSES24SM

Nurses are available 24/7 to help you understand medical tests or recent diagnoses, give advice on how to care for minor injuries or illnesses, help you prepare for your next doctor's visit, understand the side effects of your medications, and help you make healthy choices in your daily life ... at no extra charge to you. 1-800-318-2384

8 SUMMER STEPS FOR HEALTHY LIVING

Improve your health with steps so simple you'll barely notice the effort.

In the warmer, longer, lazier days of summer, the living may not be easy, but your life probably feels less chaotic. Even adults tend to adopt a "school's out!" attitude in summer. That's why this is a perfect time to improve your health in a fashion so seasonally laid back you'll barely notice the effort.

To get you started, WebMD went to eight health experts in fields such as diet, fitness, stress, vision, and oral health. We asked them this: If you could only suggest one simple change this season to boost personal health, what would it be? Here are their top eight tips.

1 Give Your Diet a Berry Boost

If you do one thing this summer to improve your diet, have a cup of mixed fresh berries -- blackberries, blueberries, or strawberries -- every day. They'll help you load up on antioxidants, which may help prevent damage to tissues and reduce the risks of age-related illnesses. Blueberries and blackberries are especially antioxidant-rich. A big bonus: Berries are also tops in fiber, which helps keep cholesterol low and may even help prevent some cancers.

2 Get Dirty -- and Stress Less

To improve your stress level, plant a small garden, cultivate a flower box, or if space is really limited, plant a few flower pots -- indoors or out.

Just putting your hands in soil is "grounding." And when life feels like you're moving so fast your feet are barely touching the stuff, being mentally grounded can help relieve physical and mental stress.

3 Floss Daily

You know you need to, now it's time to start: floss every single day. Do it at the beach (in a secluded spot), while reading on your patio, or when watching TV -- and the task will breeze by.

Flossing reduces oral bacteria, which improves overall body health, and if oral bacteria is low, your body has more resources to fight bacteria elsewhere. Floss daily and you're doing better than at least 85% of people.

4 Get Outside to Exercise

Pick one outdoor activity -- going on a hike, taking a nature walk, playing games such as tag with your kids, cycling, roller blading, or swimming -- to shed that cooped-up feeling of gym workouts.

And remember, the family that plays together not only gets fit together -- it's also a great way to create bonding time.

5 Be Good to Your Eyes

To protect your vision at work and at play, wear protective eyewear. When outdoors, wear sunglasses that block at least 99% of ultraviolet A and B rays. Sunglasses can help prevent cataracts, as well as wrinkles around the eyes.

And when playing sports or doing tasks such as mowing the lawn, wear protective eyewear. Ask your eye doctor about the best type; some are sport-specific.

6 Vacation Time!

Improve your heart health: take advantage of summer's slower schedule by using your vacation time to unwind.

Vacations have multiple benefits: They can help lower your blood pressure, heart rate, and stress hormones such as cortisol, which contributes to a widening waist and an increased risk of heart disease.

7 Alcohol: Go Lite

Summer's a great time to skip drinks with hard alcohol and choose a light, chilled alcoholic beverage (unless you are pregnant or should not drink for health or other reasons).

A sangria (table wine diluted with juice), a cold beer, or a wine spritzer are all refreshing but light. In moderation -- defined as one to two drinks daily -- alcohol can protect against heart disease.

8 Sleep Well

Resist the urge to stay up later during long summer days. Instead pay attention to good sleep hygiene by keeping the same bedtime and wake-up schedule and not drinking alcohol within three hours of bedtime.

It's also a good idea to avoid naps during the day unless you take them every day at the same time, for the same amount of time.

There they are: Eight super simple ways to boost your health this summer. Try one or try them all. They're so easy you won't even know they're -- shhhh -- good for you.

Flexible Spending Accounts

Health Care or Dependent Care

If you are actively participating in the Health Care or Dependent Care, FSA plans, it is important to remember that these accounts are not savings accounts. You must use all of your contributions each year or risk losing any unused balance at the end of the benefit year. The plan year will end on June 30, 2013. You will have a 90 day grace period after the plan year ends to turn in any eligible expenses you incurred during the plan year, July 1, 2012 to June 30, 2013. Effective July 1, 2013 our FSA provider will change to TASC. If you enrolled in the flexible spending account(s) for the 2013/2014 plan year, you will be receiving new cards from TASC. Please discard any previous FSA debit cards. To view eligible expenses please visit www.tasconline.com or contact TASC Customer Service at 800-422-4661.



EHS INSIDER

Beat the Heat - Summer Safety Rules

You can help yourself and others avoid HEAT DISORDERS by following these safety rules.

TIPS FOR HEALTHIER LIVING

By managing your weight through proper nutrition and regular physical activity, quitting smoking, and finding healthy ways to deal with stress, you can prevent or delay the onset of diabetes or minimize its impact on your body. A healthy lifestyle will also reduce your risk of developing a host of other medical conditions.



Pick up your "I Don't Text" window sticker at your local HR office

"Working safely is a condition of employment at Pace Industries. Safety is everyone's responsibility."

Avoid the Heat. Stay out of the heat and indoors as much as possible. Spend time in an air conditioned space. Only two hours a day in an air-conditioned space can significantly reduce the risk of heat-related illness. Shopping malls offer relief if your home is not air-conditioned. If air conditioning is not available, stay on the lowest floor out of the sunshine. Remember, electric fans do not cool, they just blow hot air around.

Dress for the heat. Wear loose-fitting clothes that cover as much skin as possible. Lightweight, light-colored clothing that reflects heat and sunlight and helps maintain normal body temperature. Protect your face and head by wearing a wide-brimmed hat. Avoid too much sunshine. Sunburn slows the skin's ability to cool itself. Use a sunscreen lotion with a high SPF (sun protection factor) rating.

Drink for the Heat. Drink plenty of water and natural juices, even if you don't feel thirsty. Even under moderately strenuous outdoor activity, the rate your body can absorb fluids is less than the rate it loses water due to perspiration. However, if you have epilepsy or heart, kidney, or liver disease; are on fluid-restrictive diets; or have a problem with fluid retention you should consult a doctor before increasing liquid intake.

Do not drink in the Heat. Avoid alcoholic beverages and beverages with caffeine, such as coffee, tea, and cola. Alcohol and caffeine constrict blood vessels near the skin reducing

the amount of heat the body can release. Although beer and alcohol beverages appear to satisfy thirst, they actually cause further body dehydration.

Eat for the Heat. Eat small meals more often. Avoid foods that are high in protein because they increase metabolic heat. Avoid using salt tablets, unless directed to do so by a physician.

Living in the Heat. Slow down. Reduce, eliminate, or reschedule strenuous activities such as running, biking and lawn care work when it heats up. The best times for such activities are during early morning and late evening hours. Take cool baths or showers and use cool, wet towels.

Do not leave children in a closed vehicle, even for a few minutes. This is a "No-Brainer". Temperatures inside a closed vehicle can reach 140°F-190°F degrees within 30 minutes on a hot, sunny day. However, despite

this common sense rule, deaths from heat occur almost every Summer when someone leaves their child in a closed vehicle.

When outdoors, protect small children from the sun, their skin is sensitive.

Help your pets keep their cool. It will "feel" as hot for them as it will for you. As with children, do not leave your pets in a closed vehicle. Be sure your animals have access to shade and a water bowl full of cold, clean water. Dogs don't tolerate heat well because they don't sweat. Their bodies get hot and stay hot. During summer heat, avoid outdoor games or jogging with your pet. If you would not walk across hot, sunbaked asphalt barefoot, don't make your dog walk on it either. (Dogs can also get blisters on their paws from hot pavement.)

Learn the symptoms of heat disorders and know how to give first aid.



DID YOU KNOW?

17 Environmental Facts That May Surprise You.

If just 25% of U.S. families used 10 fewer plastic bags a month, we would save over 2.5 BILLION bags a year.

On average, the 140 million cars in America are estimated to travel almost 4 billion miles in a day, and according to the Department of Transportation, they use over 200 million gallons of gasoline doing it.

Every year we throw away 24 million tons of leaves and grass. Leaves alone account for 75% of our solid waste in the fall.

Every ton of recycled office paper saves 380 gallons of oil.

About 1% of U.S. landfill space is full of disposable diapers, which take 500 years to decompose.

Insulating your attic reduces the amount of energy loss in most houses by up to 20%.

Glass produced from recycled glass instead of raw materials

reduces related air pollution by 20%, and water pollution by 50%.

Americans use 50 million tons of paper annually -- consuming more than 850 million trees.

Homeowners use up to 10 times more toxic chemicals per acre than farmers.

By turning down your central heating thermostat one degree, fuel consumption is cut by as much as 10%.

Energy saved from one recycled aluminum can will operate a TV set for 3 hours, and is the equivalent to half a can of gasoline.

One ton of carbon dioxide that is released in the air can be prevented by replacing every 75 watt light bulbs with energy efficient bulbs.

The human population of the world is expected to be nearly tripled by the year 2100.



Already a train system has been developed (back in 1987) which is based on magnetic levitation and causes minimal pollution. These versions of a train are already in use in several countries.

Fiber optics, made of glass, is being used to replace copper cables throughout the world.

Due to uncontrolled fishing of commercial species; populations of some fish species have dropped to one-tenth of their original population.

Every day 50 to 100 species of plants and animals become extinct as their habitat and human influences destroy them.

OH, MY ACHING BACK! *Don't let poor lifting techniques lead to injury!*

You probably have heard someone moan out that refrain more than once in their lives. Backaches and back injuries occur for a wide variety of reasons. One of those reasons is poor lifting techniques. Unfortunately, the muscles attached to the bones in the spinal column are not built to handle the heavy stress of lifting, so if you don't use proper lifting techniques, they can damage back muscles and cause painful injuries. Here are some tips for lifting safely.

Plan the lift before you begin — Ask yourself how you will grip the object. Where do you have to move it? How will you get there? How will you put it down when it reaches its destination?

Lift just an edge of the object — This will help you get an idea of the weight. If it's too heavy, get help or find a hand truck to move it.

Stand correctly — You should be close to the object to be lifted, and your feet should be planted firmly on the floor, somewhat apart with toes pointing out.

Squat down — Keep your back straight, your knees bent, and your stomach muscles tightened to support the spine during the lift.

Grasp the object firmly — Test to be sure you can lift the object successfully before you move with it. Keep the object close to your body — the closer it is, the less force it exerts on your spine.

Move slowly into an upright position — Lift with your leg muscles, and keep your back straight as you stand up.

Be sure you can see where you are going — Take small steps and move slowly and cautiously.

Don't twist your body during a lift — Twisting your torso while you are carrying a heavy object can cause injury.

Bend your knees to unload — Once you get to the destination, keep your back straight, your feet firmly in place, and the weight of the object close to your body as you bend at the knees to lower the object into position.

Watch your fingers — Be sure you have allowed room for your fingers and toes when you place an object down.

Slide the load — If you have to position the object into a relatively tight space, slide it rather than try to maneuver its whole weight. If the destination is a bench or table, rest the object on the edge of the structure and slide it forward.

Featured Recipe on
Pace Cares website:



Spicy Garlic & Lime Shrimp

Prep time: 30 minutes
Cook time: 5-10 minutes

Cal: 340 | Total Fat: 12g
Sat Fat: 2g | Chol: 385mg
Sod: 670mg | Protein: 44g
Total Carb: 11g | Fiber: 5g

SOLUTIONS FOR YOUR LIFE & MONEY

These days, everyone wishes their money would go further. Dave Ramsey's CORE Financial Wellness teaches you how to take control of your money so you can deal with whatever life throws at you.

You'll gain more confidence with money so that you can give, save and spend wisely, agree with your spouse about money, and plan for your future.

Our weekly workshop and online self-study will take you from where you are to where you want to be.

It's not just a bunch of boring financial talk—it's fun and life-changing! With your membership, you will have access to more than 14 hours of video training that will teach you how to:

Develop good money habits and stretch every dollar

Get rid of debt and free up more savings

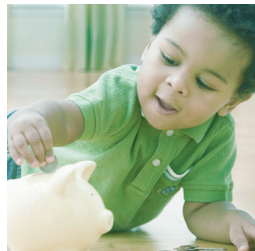
Make the right investments, plan for retirement, and pay for college without loans

RESULTS THAT LAST

We believe the best way to change your habits with money is to reinforce what you learn.

Personal finance is 80% behavior and only 20% knowledge. With this proven plan, you'll take part in live discussions and hands-on training activities that will help you put the principles to work.

Contact your local HR office for more information about this workshop. As part of Pace's Wellness programs, this workshop is offered to our associates and their spouses at no cost.



More ways smoking affects your body

THROAT

Many smokers develop a hoarse speaking voice caused by smoke drawing down over the larynx.

The toxic content of smoke damages the delicate membranes of the larynx, making the smoker prone to laryngitis and in more severe cases, cancer of the larynx.

Smokers who suffer chronic nasal congestion may also have a nasal drip which leaks down the throat and leads to pharyngitis, laryngitis and bronchitis.

LUNGS

Most people are aware of the connection between lung cancer and smoking. Around 90 per cent of people who develop the disease are or were smokers. Lungs are so vulnerable to damage because the tar that forms from burning tobacco settles in them, damaging the

surfaces and clogging the cilia - tiny hairs that protect the lungs from dirt and infection.

However, smoking can cause many other serious lung diseases. These include chronic bronchitis, which is caused when the air passages produce too much mucus.

As the lungs become more damaged, the body cannot rid itself of the mucus which becomes infected. Eventually, the air passages are blocked causing permanent breathing difficulties.

Emphysema is a lung disease which can follow chronic bronchitis and is caused by damage to the air sacs of the lungs.

This reduces the lungs' ability to exchange the oxygen we breathe in with the carbon dioxide we breathe out and can be fatal.

STOMACH

Smoking is harmful to all parts of the digestive system. Chronic cigarette smoke may increase the amount of acid secreted by the stomach causing peptic ulcers - lesions in the lining of the stomach.

Smoking is also linked to Crohn's disease, an inflammation deep in the lining of the intestine. Doctors believe this may be because smoking could lower the intestine's defenses against infection.

Many smokers complain of heartburn, and this may be because smoking lessens the strength of a valve at the lower end of the esophagus or gullet, which would normally stop stomach acid flowing back up the food pipe.

HEART

Tobacco smoke produces

carbon monoxide, a highly poisonous gas which combines with hemoglobin in the blood and makes breathing difficult.

This reduces the body's ability to carry oxygen, putting the heart under strain.

Smokers also have a higher risk of hardening and narrowing of the arteries, which can cause a wide range of cardiovascular problems.

BONES

Female smokers face an increased risk of developing osteoporosis, a condition that reduces bone substance and results in fragile bones that are liable to fracture.

This is because smoking makes the ovaries less effective at producing the hormone estrogen which is vital for maintaining a healthy bone mass.

Sharing the road with motorcycles



Warmer weather across the country means many motorcyclists will take to the road, according to the National Highway Traffic Safety Administration. Drivers of other vehicles need to be especially careful around motorcycles- NHTSA statistics show 4,502 motorcyclist fatalities occurred in 2010. NHTSA offers the following tips for safely sharing the road with motorcyclists:

- Recognize that a motorcycle has the same rights and privileges as any other vehicle on the road.
- Allow a motorcyclist a full lane width. Do not share the lane.
- Always signal your intentions before changing lanes or merging with traffic. This allows motorcyclists time to anticipate traffic flow and find a safe lane position.
- Because of its smaller size, a motorcycle can be hidden in a vehicles blind spot. Always look for motorcycles by checking mirrors and blind spots before entering or leaving a lane of traffic at an intersection.
- Be aware that road conditions that are minor annoyances to motorist can pose major hazards to motorcyclists. Motorcycle riders may suddenly change speed or adjust position within a lane in reaction to road and traffic conditions, such as potholes, gravel, wet or slippery surfaces, pavement seams, railroad crossings, and grooved pavement.
- Allow additional following distance when driving behind a motorcycle so the rider has enough time to maneuver or stop in an emergency.



What do my blood pressure numbers mean?

Blood Pressure Category	Systolic	and	Diastolic
Normal	<120	and	<80
Prehypertension	120-139	and	80-89
Hypertension	>140	or	>90

Hypertension:

A hypertensive crisis is when the systolic blood pressure is over 180 or the diastolic blood pressure is over 110. This is a medical emergency that requires emergency treatment.

Uncontrolled high blood pressure can cause:

- Damage to the heart and arteries
- Stroke
- Kidney damage, disease, or failure
- Vision loss
- Erectile dysfunction
- Memory loss
- Fluid in the lungs that can lead to congestive heart failure
- Angina (chest pain)
- Peripheral Artery Disease

High Blood Pressure Statistics

77% of Americans who are treated for their first stroke have a blood pressure over 140/90

69% of Americans who have their first heart attack have a blood pressure over 140/90

74% of Americans who have congestive heart failure have a blood pressure over 140/90



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PACE NEEDS MORE TECHNICAL TALENT NOW!

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

QUALITY AUDITORS & INSPECTORS

AUTOMATION TECHS

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 & Development, at ken.stuckey@paceind.com for more information.

Take the first steps towards 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.