



The Hog Slat Wellness Program

Keeping Employee Healthcare Affordable Starts with YOU!

Hog Slat prides itself on offering employees a comprehensive package of health and wellness benefits. These benefits provide an affordable way for our employees and their families to get the medical care that they need and reward employees for making healthy lifestyle choices. As medical costs keep rising, all Hog Slat associates have a responsibility to help the company continue to provide affordable health insurance. We can do this by taking better care of ourselves, opting for generic drugs, and using medical care wisely.

The month of May is the start of the Wellness Program year. Please read the following wellness program details and reward schedule. If you have the Hog Slat Health Plan and are not participating in the wellness program, you are paying more for your health insurance than necessary! **Participation in the wellness program is NOT mandatory**, but screening participation is required in order to earn wellness discounts on your health insurance premiums or to participate in the fitness rewards programs. The average employee typically saves almost \$1000 per year on their health insurance premiums. Please read this document carefully.

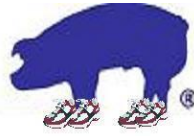
PROGRAM ELIGIBILITY

The Hog Slat Wellness Program is available to all full and part time Hog Slat employees who have completed their 90 day probationary period. Many parts of the program are also available to insured and non-insured employee spouses. Child dependents are not eligible for the program. See the New Hire section of this document for more details on when new hires can take advantage of various program components.

WELLNESS PROGRAM PREMIUM REDUCTIONS

Hog Slat offers a significant premium reduction for those employees who meet the wellness program requirements. Each May an Employee Wellness Program memo is mailed to employees' homes describing the wellness program premium reduction amounts and requirements. Hog Slat reserves the right to change the premium rewards and program requirements at any time. The premium reductions are applied in August and last through the end of the next July. Every August the previous year's reductions stop and the new ones start. Generally, the following are the requirements for earning the Hog Slat Wellness Premium Reduction:

- **Onsite or Self-Reported Wellness Screening:** Every May Hog Slat holds onsite wellness screenings at most of our large locations (Newton Grove and Clinton NC, Humboldt IA, Camden and Universal IN, and Columbus NE). These screenings are free to Hog Slat employees and their insured spouses. If you are at a location without a



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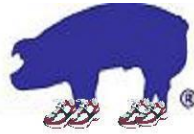
Wellness Screening event, you can complete your wellness screening by having an annual physical and turning in a Proof of Physical form to Human Resources.

- **Annual Physical with a Primary Care Provider (PCP):** All employees and insured spouses are encouraged to have an annual physical with their PCP. Proof of this physical (using the Proof of Annual Physical form) can be turned into HR during the year and the associated premium discount portion will be applied at that time. During any wellness year, the physicals must be completed between December 1 of the previous year through April 1 of the current year. Only one physical will be applied per wellness year. Under the Hog Slat Health Plan, an annual physical is covered at 100% and our plan allows an annual physical once every *benefit year*, not calendar year. Employees are encouraged to have their annual physical in the summer months, ensuring that each year their physical will apply for the most months possible. NOTE: For employees who are not able or who do not have an onsite wellness screening event at their location, the Proof of Physical Form can be completed. This form will count as both the Annual Physical requirement and the Wellness Screening requirement.
- **Health Survey Completion:** Each year Hog Slat offers an online health survey that employees can complete in order to earn another portion of their premium reduction. Starting in 2018, this survey will be the MyBioCheck Health Survey and Report Card. This survey is confidential and provides employees with information about their health and wellness. The survey link is provided annually in the Employee Wellness Program memo.
- **Wellness Activity(ies) Completion:** Beginning with the 2018 -2019 wellness year, employees will need to complete at least one wellness program activity to qualify for a portion of the wellness premium reduction that will apply starting in August 2019. Employees have most of the prior year to complete the activity for the following wellness year (September – July of most years). The activity options will be listed in the Employee Wellness Program memo for the applicable wellness year, and each year one or more of these activities will be required in order to earn the premium reduction. See the Employee Wellness Program menu for details on the current year's wellness activity requirements activity options.

FITNESS / WEIGHT PROGRAMS

Hog Slat offers a variety of fitness and weight programs and rewards to encourage our employees and their families to make physical activity and healthy eating a part of their daily lives. All employees, insured or non-insured, are welcome to participate in the fitness or weight programs as long as they have completed either an onsite wellness screening or completed and submitted their Self-Reported Physical form, as well as the various fitness program waiver and agreement forms. All employees should check with their PCP before starting any fitness program to ensure that they are healthy enough for physical activity. Employees are allowed to participate in only one of these programs per quarter.

- **Frequent Fitness Program:** Available to all full and part time employees, this program rewards employees for working out at home. Employees must complete 20 workouts, a minimum of 30 minutes each, over three consecutive months and turn in a Frequent Fitness form. Employees who complete the required workouts receive a vacation day. This is an honor based program and employees found to be abusing it will be removed from the program and lose any insurance premium reduction they may be earning. This program is not available to spouses.



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- **Fitness Reimbursement Program:** Available to all full and part time employees and their spouses, this program rewards employees for working out at a gym. Employees must complete 20 workouts, a minimum of 30 minutes each, over three consecutive months and turn in a Fitness Reimbursement form along with a print out from the gym showing their gym attendance. If the gym does not offer this service, a signature from a gym representative must be obtained on the Fitness Reimbursement form. Employees who complete the required workouts receive a vacation day and a \$50 gym fee reimbursement. If an employee's spouse also completes the requirement, an additional \$25 is added to the reimbursement. A spouse can participate on his/her own, but only the \$25 reimbursement is awarded. The reimbursement will be credited to the employees' paycheck and is subject to taxation. Qualifying gyms are subject to HR approval.

- **West River Recreation Center Membership (WRRC):** Available only to employees in the Humboldt, IA location. An individual membership at the WRRC is paid for by Hog Slat as long as the employee completes 20 workouts, a minimum of 30 minutes each, over three consecutive months. The employee will also receive a vacation day. Employees who do not meet these requirements will receive a one-time warning and extension. If they continue not to meet the requirements they will have the WRRC fee deducted (\$75) from their paycheck for that month. This is very much an honor based program and employees found to be abusing it will be removed from the program and lose any insurance premium reduction they may be earnings. This program is not available to spouses.

- **Corporate Gym:** Available only to employees in the Newton Grove, NC location. The corporate gym is a Hog Slat gym facility available for use by Hog Slat employees ONLY and is accessed via secure scanning in and scanning out with a Hog Slat ID. These scans record the date, time, and duration of the employee's gym visit. Because attendance is recorded electronically, no employee reporting is necessary. No employee will be allowed to use this gym unless he/she has participated in the wellness screening or had their annual physical with a PCP. Employees must complete 20 workouts, a minimum of 30 minutes each, over three consecutive months in order to receive a vacation day. Spouses, children, and/or non Hog Slat employees are not allowed in the corporate gym at any time.

- **Weight Watchers Membership:** Available to all full and part time employees and their spouses, this program rewards employees for joining and actively following the Weight Watchers Program. Employees must turn in a Weight Watcher tracking form, showing that they have been actively tracking their Weight Watchers points and attending meetings (if applicable). Employees who actively participate in this program receive a vacation day and a \$50 weight watcher's fee reimbursement. If an employee's spouse also completed the requirement, an additional \$25 is added to the reimbursement. A spouse can participate on their own, but only the \$25 reimbursement is awarded. The reimbursement will be a credit to the employees' paycheck and is subject to taxation. Proof of weight loss or maintenance can be requested for continued program participation after 6 months.



NEW HIRES

New hires are eligible to participate in most parts of the wellness program after they complete their 90 day probationary period:

- After 90 days they can begin recording their gym or home workouts and turn them in at the end of three months. However, it must be noted that no vacation days or gym reimbursements will be provided until the employee is eligible to earn vacation days, typically after 6 months of employment.
- After 90 days and after enrolling in the Hog Slat Health Plan, employees can turn in proof of having an annual physical in order to have an insurance premium discount applied. This physical counts as both the wellness screening and the annual physical. Depending upon the time of year, this first annual physical may or may not count toward the premium reduction for the remainder of the current wellness year and for the following wellness year to help the new employee get the timing of their annual physicals aligned with the wellness program year.
- Employees are able to complete the MyBioCheck health survey and report card once they have completed their annual physical and will earn that portion of their premium discount once both are complete.
- If an employee is still within their 90 day probationary period during the time when onsite wellness screenings are offered, employees are allowed and, in fact, encouraged, to participate. If the employee participates in the screening and enrolls in the health insurance during the wellness year, a wellness premium discount will be applied. If they complete the screening and do not enroll in the insurance, they will receive a gift card as per the wellness program reward schedule.
- Employees are able to join the corporate gym after their 90 days probationary period is complete and if they provide proof of having an annual physical and/or an onsite wellness screening.
- Employees are able to join the WRRRC (Humboldt, IA) gym after their 90 days probationary period is complete and if they provide proof of participating in the onsite wellness screening or having an annual physical. If they are hired after the onsite wellness screenings, they can participate until the next wellness year. However, if they do not participate in the onsite wellness screenings during the next opportunity, their participation in the WRRRC gym will be revoked.

REASONABLE ACCOMMODATIONS

- Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact the Hog Slat HR office 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.



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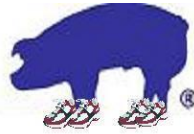
2018 - 2019 MENU OF WELLNESS REWARDS FOR EMPLOYEES*

2018-2019 WELLNESS PROGRAM REWARDS	INSURED EMPLOYEE	INSURED EMPLOYEE AND INSURED SPOUSE	NON INSURED EMPLOYEE
HAVE AN ONSITE HEALTH SCREENING, WHERE AVAILABLE	\$6 / WEEK	\$12 / WEEK	\$20 GIFT CARD
TURN IN PROOF OF ANNUAL PHYSICAL FORM SIGNED BY PHYSICIAN	\$8/ WEEK	\$16 / WEEK	NOT APPLICABLE
COMPLETE THE MYBIOCHECK REPORT CARD (completed after screening or physical) MYBIOCHECK LINK: https://lifestyle.mybiocheck.com/hogslat	\$5/ WEEK	\$8/ WEEK	\$5 GIFT CARD
EMPLOYEE ONLY MAX: \$19/WEEK (\$988 / YEAR SAVINGS) EMPLOYEE & SPOUSE MAX: \$36/WEEK (\$1,872 / YEAR SAVINGS) NON INSURED GIFT CARD MAX: \$25.00 (gift card certificate sent in mid-August. All gift cards amounts are taxable income)			

*See the 2019 -2020 menu for the required wellness activity options to be completed for the 2019-2020 wellness discounts.
This(these) activities must be completed in 2018-2019

FITNESS/WEIGHT MANAGEMENT REWARDS PROGRAM

PROGRAM	DETAILS	REWARDS
FREQUENT FITNESS	<ul style="list-style-type: none"> ● COMPLETE WORK OUTS AT HOME. ● MUST COMPLETE 20 WORKOUTS OVER 3 MONTHS 	VACATION DAY
FITNESS REIMBURSEMENT	<ul style="list-style-type: none"> ● REIMBURSEMENT FOR A PORTION OF GYM MEMBERSHIP FEES. ● MUST COMPLETE 20 WORKOUTS OVER 3 MONTHS 	\$50 / 3 MOS (EMP) OR \$75 / 3 MOS (EMP&SP) & VACATION DAY
WEIGHT WATCHERS	<ul style="list-style-type: none"> ● REWARDS FOR PARTICIPATING IN ONLINE OR LIVE WW MEETINGS ● MUST TURN IN WEEKLY POINTS TOTALS. 	\$50 / 3 MOS (EMP) OR \$75 / 3 MOS (EMP&SP) & VACATION DAY
IN SOME LOCATIONS THERE ARE ADDITIONAL FITNESS PROGRAMS AVAILABLE. CONTACT YOUR MANAGER OR THE HR OFFICE FOR DETAILS.		



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2019 - 2020 MENU OF WELLNESS REWARDS FOR EMPLOYEES*

2019-2020 WELLNESS PROGRAM REWARDS	INSURED EMPLOYEE	INSURED EMPLOYEE AND INSURED SPOUSE	NON INSURED EMPLOYEE
HAVE AN ONSITE HEALTH SCREENING, WHERE AVAILABLE	\$6 / WEEK	\$12 / WEEK	\$20 GIFT CARD
TURN IN PROOF OF ANNUAL PHYSICAL FORM SIGNED BY PHYSICIAN	\$5/ WEEK	\$10 / WEEK	NOT APPLICABLE
COMPLETE THE MYBIOCHECK REPORT CARD (completed after screening or physical) MYBIOCHECK LINK: https://lifestyle.mybiocheck.com/hogslat	\$5/ WEEK	\$8/ WEEK	\$5 GIFT CARD
COMPLETE ONE QUALIFYING WELLNESS ACTIVITY (must be completed by July 31 2019): <ul style="list-style-type: none"> ➤ Have a flu shot (fall of 2018) ➤ Complete at least 1 quarter of a Hog Slat fitness or weight program ➤ Have at one health coaching visit with the Hog Slat onsite clinic nurse practitioner ➤ Complete at least two telephonic health coaching sessions with the BCBSNC health coaches. ➤ Participate in three months of the text based wellness challenges beginning September 2018 	\$3/ WEEK	\$/ WEEK	\$5 GIFT CARD
EMPLOYEE ONLY MAX: \$19/WEEK (\$988 / YEAR SAVINGS) EMPLOYEE & SPOUSE MAX: \$36/WEEK (\$1,872 / YEAR SAVINGS) NON INSURED GIFT CARD MAX: \$25.00 (gift card certificate sent in mid-August. All gift cards amounts are taxable income)			