

September 1<sup>st</sup>, 2015-August 31<sup>st</sup>, 2016

# Wellness Guide



*Choose Well. Live Well.*



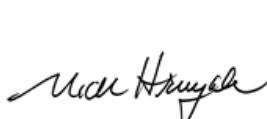
Dear Employees,

Lacks Enterprises, Inc. prides itself on its' strong family based culture and family takes care of each other. Our Choose Well, Live Well wellness program is there to provide you with a number of tools and resources so that you are able to take care of yourself and your loved ones. Our goal is to continue to offer education and information to encourage healthy choices. Our award winning program stays familiar while still offering some changes to make it easier than ever to attain a committed status.

We are thrilled that so many of you have taken the program and made it your own with the introduction of the Choose Your Challenge option we introduced in 2014. We encourage you to continue to choose to improve the health of yourself, your family, and your co-workers each and every day. Last year Lacks employees proudly participated in over 2,500 different types of activities from neighborhood clean ups, to participating in National Walking Day, to supporting the community at the Downtown Market, and completing marathons. We are also proud to announce that we have earned honors for our innovative wellness program through The American Heart Association, Michigan Fitness Foundation, Best and Brightest in Michigan, and Healthiest Employers, LLC.

This year, the Choose Well, Live Well program will introduce a social wellness piece. We understand that health is a social phenomenon and that the people around us can greatly influence our decisions, both good and bad. We believe that Lacks Enterprises, Inc. has the right environment and culture to promote health and wellness if we work together. With this being said, look forward to more team based challenges during the 2015-2016 program year. Our objective is to provide a supportive environment so you can reach your goals, whatever they may be.

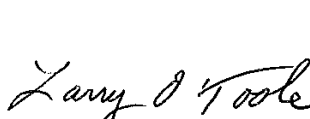
Healthy regards,



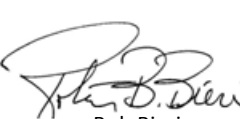
Nick Hryniak  
President  
Lacks Enterprises, Inc.



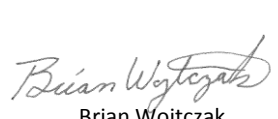
Mike Clover  
Chief Financial Officer  
Lacks Enterprises, Inc.



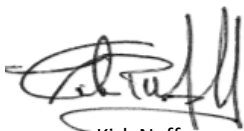
Larry O'Toole  
Vice President  
Lacks Wheel Trim Systems



Bob Bieri  
Vice President  
Lacks Trim Systems



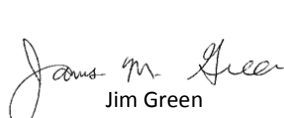
Brian Wojtczak  
General Manager  
Plastic Plate, LLC.



Kirk Neff  
Executive Director  
Lacks Enterprises, Inc.



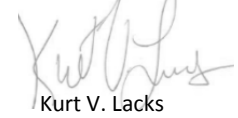
Lee Chase  
Director of Advanced Technology  
Lacks Enterprises, Inc.



Jim Green  
Executive Director of  
Human Resources  
Lacks Enterprises, Inc.



Ryan Lacks  
Director of Sales  
Plastic Plate, LLC



Kurt V. Lacks  
Business Development  
Manager  
Lacks Wheel Trim Systems



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## WHAT'S NEW?

- 12 month program year will run from September 1, 2015-August 31, 2016 with one due date for all points.
- New plant specific challenges available
- Social Wellness will be introduced under the Action category and will include events such as coaching a team, participating in a sports league, being a part of a running or walking club, or organizing a community event and will be worth a full point.

# Where are they now?

*Nancy Johnson*  
Purchasing Agent  
Kraft Plater

Last year was a fun year for me with my fitness. I joined a challenge group at the local gym and found myself able to lift weights I never thought possible. I joined my sister and cousin and participated in the MS 50 mile bike-a-thon. We're taking on a challenge in 2015 with the goal of riding 75 miles. I've continued to watch my eating, sticking to a gluten free & vegetarian diet. More recently I gave up grains and dairy. The energy level gained by eliminating a lot of garbage from my diet is amazing. None of it is easy; it's definitely easier to lose weight than keep it off. A diet isn't a diet, it's a lifestyle. I allow myself a cheat day every now and then so I can enjoy some of the sweet treats that I used to enjoy on a more regular basis.

*“The energy level gained by eliminating a lot of garbage from my diet is amazing.”*

*Drew Keith*

Supply Chain Manager  
Distribution Center

Spent 2014 focused on maintaining my fitness level through the birth of my second son, and not falling into the same bad habits from before. I successfully ran several races including, Fifth Third Riverbank 25k, Bridge Run 10 mile, and I am currently training for the Grand Rapids half marathon.

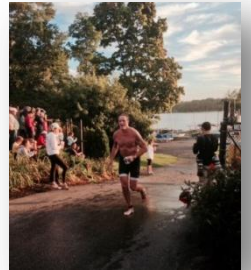


*Brian Van Ee*  
Tooling Engineer  
Airwest Engineering

Last fall of 2013 I fractured my hip while competing in my third triathlon. I had surgery to have it pinned and wasn't able to work out much. I didn't have a goal of doing another tri in 2014 but after cycling throughout early spring and into the summer I knew my hip was feeling great and wanted to compete again this year. As I built up strength & endurance with my cycling I started to mix in running and swimming. It made a huge difference to have a goal to shoot for again. On September 6, 2014 I competed in the Reed Lake Tri and took seven minutes off my time from last year. This fall I am continuing to cycle and run, feeling great!

*David Wrona*  
Mold Operator  
Airwest Mold

I've exceeded my Health Care Specialist's expectations. If I had not made some life style changes when I did, I probably would not be writing this today. So moving forward, I asked my doctor, how do I stay on this path? He suggested exercise, eat plenty of fruits and vegetables and stay away from processed foods, I would add don't smoke and get a handle on your stress. It's taken hard work and determination but the payoff has been great. Who knows, the old saying "An apple a day keeps the doctor away" may have been right all along.



*“It's taken hard work and determination but the payoff has been great.”*

## What wellness means to us...

To us wellness is so much more than a number on the scale or the tag on your jeans...

Are you getting enough sleep?

Are you comfortable financially?

How is your social life?

Do you see the doctor on a regular basis?

We try to incorporate all of these areas when we design our Choose Well. Live Well program, because we believe that helping out in the community or going to the dentist is just as important as being at a healthy weight or having low cholesterol. Our program provides you with resources to take care of yourself and your family, and we reward you for doing just that.

Join us during the 2015-2016 wellness program as we strive to involve each and every employee in practicing healthy lifestyle behaviors. The family culture at Lacks Enterprises, Inc. is perfect for promoting and practicing wellness. So join the fun! With new and exciting activities this year, we hope you will make a commitment to wellness.

## CONTACT US

*Jenn Groendyke*

Wellness Program Manager

616-956-7336

JENN@LACKSENERPRISES.COM

*Amy Reynolds*

Wellness Program Coordinator

616-698-8177

A.REYNOLDS@LACKSENERPRISES.COM

# Keeping the Inspiration Alive



## *Elizabeth Jury*

44<sup>th</sup> Assembly  
2<sup>nd</sup> shift Supervisor

About 2.5 years ago I decided to take control of my health after watching a late night infomercial for a weight loss product. I was tired of being out of shape. I went to my doctor and talked about diet and exercise, and took up my roommate on her offer to work out twice a week with a trainer. I have now lost about 105lbs! The Smile by the Mile Challenge really helped me to understand my food/calorie requirements on a daily basis. I still have a long ways to go before meeting my goal of losing a total of 120 lbs. and being as healthy as possible in order to pursue anything that may come up in the future. But I am confident that I will be able to meet it sometime this year. My advice is to have fun! Find an exercise or workout routine that you enjoy and look forward to doing.

*“Find an exercise or workout routine that you enjoy”*



## *Michael Rader*

Barden Assembly  
Maintenance Department

Last September, 2014 I suffered a quadruple bypass. As a very active 58 year old Maintenance mechanic at Lacks Enterprises Inc., I participated in many company activities including

basketball and softball tournaments etc. Thanks to the Lacks Wellness Program, my diet contains many salads, fruits and vegetables daily. At 6'2" and 185 lbs., I felt I was in great physical condition. One night after playing an 18-hole golf tournament I suffered a heart attack. All I could think as I listened to the surgeon was what did I do wrong? Genetics, genetics, genetics, I was doomed to this surgery long before it happened. Despite all the wellness challenges I completed and the changes in nutrition habits that resulted, I still could not avoid the inevitable open heart surgery. The Lacks wellness program poised me for a lifetime of good health and living, but I'm a prime example that regular checkups with your doctor and preventative care are as big a part of health management as diet and exercise. With a successful surgery and attention to my health care plan, my outlook is bright for the next 30 years. I'll continue to learn new and better ways to improve my health through the Lacks Wellness Program.

*“The Lacks Wellness program poised me for a lifetime of good health”*

*“Here is a pic from the hospital the day after my surgery...all better!”*



**Terry Badgerow**  
Patterson Assembly  
INASP

Around the age of 13, I started using drugs and alcohol. I had the typical reasons, rebellion, pain, teenage angst. The problem is, as years went by it wasn't a phase anymore. I quit using several times but it was always for other people. When I was 39, I was tired of being tired and entered into a drug and treatment center. There I learned a lot about the disease of addiction and how it is a family disease and it is hereditary. I learned that by working a 12 step program and relying on my higher power Jesus Christ, I can stay clean from drugs and alcohol. If I use I am broken, broken away from my relationships away from the real world, I turn into a very bad employee. I now have almost 16 years clean from drugs, and 14 years of no smoking cigarettes. I also exercise and take care of myself now.

**Brian Thatcher**  
Barden Plater

3<sup>rd</sup> Shift Production Coordinator

In April of 2014 I made up my mind that I did not want to be overweight anymore! I organized and coordinated a weight wars challenge for 3<sup>rd</sup> shift at Barden Plater. Every week I was able to lose weight. I started by changing my diet with my wife's help. I went

from getting fast food plus a king size candy bar, to eating a salad or a homemade deli sandwich with lean meat. Through the encouragement of a co-worker, I then started going to the gym. My co-worker and I held each other accountable by sending Snapchats of the treadmill stats every day. By the end of the competition I had lost 33 pounds and won the competition! I decided that I would continue to weigh myself in each week as though I was still in the competition and was able to lose 50 pounds! I know that there are people with conditions that cause them to not be able to lose weight, but for the people that do not have those issues, it is as easy as making up your mind that you want to lose weight and not only look better, but feel better about yourself! That's all I did. I stopped saying "I want to lose weight and look better", and told myself that "I am going to lose weight and look better!"

*"I was tired of being tired,"*

*"My co-worker and I held each other accountable"*

*"I made up my mind that I did not want to be overweight anymore!"*



*Want to share your  
Wellness Story?!*

Contact Amy Reynolds or Jenn Groendyke

# Point Option Guide

All points due by August 31<sup>st</sup>, 2016

## REQUIRED: Choose one of the options below

(required activities are to be completed by the employee and covered spouse)

Option 1:	Personal Health Assessment (PHA) through Lacks Primary Care Clinic ( <i>Recommended</i> )	2
Option 2:	Biometrics at Primary Care Physician AND online Health Risk Assessment (HRA)	2

## AWARENESS

Healthy U Sessions	Wellness Program Overview	.5
	Budgeting 101	.5
	Drop the Diet	.5
	Debt Snowball	.5
	401K Retirement Planning	.5

## ACTION-Corporate and Plant Level

Level Up	1
Rate Your Stress	1
Hold It	1
Healthier Together	1
Plant Level Challenges: NEW Face Off & Get Up! Get Moving!	1

## ACTION-Individual

Wellness Activity Completion Forms (and sometimes proof) or challenge tracking forms will be needed for all points earned under the action category	Fitness Center or Weight Loss Center Membership	1
	Participation in a Tobacco Cessation Program	1
	Running/Walking Club	1
	Choose Your Challenge (see wellness station for details)	1
	Annual Physical	1
	Dental Visit (2 preventative visits in calendar year)	1
	Flu Shot	1
	Annual Vision Exam	1
	Cancer Screenings	1
	Other recommended preventative care visits	1
	Participate in health coaching program	1
	Donating blood (2+ times)	.5
	Participate in a community outing (5k, cycling, etc.)	.5
	Donation to goodwill or like organization (1 time max per year)	.5
Volunteering in the community less than 3 hours	.5	
Volunteering in the community more than 3 hours	1	
Participation in a Lacks Wellness Approved Sports Tournament	.5	
Participate on a team or league (player or coach)-6 week minimum	1	
Volunteer on a community board	1	
Ongoing commitment in community	1	
Organizing a food or blood drive	1	

## Community Involvement:

Maximum 1 point towards committed status from this category

## Social Wellness

## BONUS

Lacks Enterprises, Inc. Annual Wellness & Benefits Fair (0.5 point for each)	.5
National Walking Day	.5

\*Contact a Wellness Team Member to discuss items not listed above

\*Compliance with the wellness program is voluntary. Further, if it is medically inadvisable or unreasonably difficult for an employee to complete a particular activity in the wellness program, due to a medical condition, Lacks will either waive the component or make a reasonable alternative available. In this circumstance, the recommendation of your personal physician will be accommodated. Contact Amy Reynolds or Jenn Groendyke for more information about obtaining a waiver or a reasonable alternative.



# Required Activities

## Option 1: Personal Health Assessment (PHA)

### Through Lacks Primary Care Clinic

Along with many other benefits, the Lacks Primary Care Clinics will provide West Michigan employees and spouses, who are covered under the Lacks Medical Plan, with an in-depth PHA. This is a biometric and HRA all wrapped up into one and will require a 12-hour fast.

#### North Location

826 Parchment Drive SE, Ste. 210  
Grand Rapids, MI 49546

#### South Location

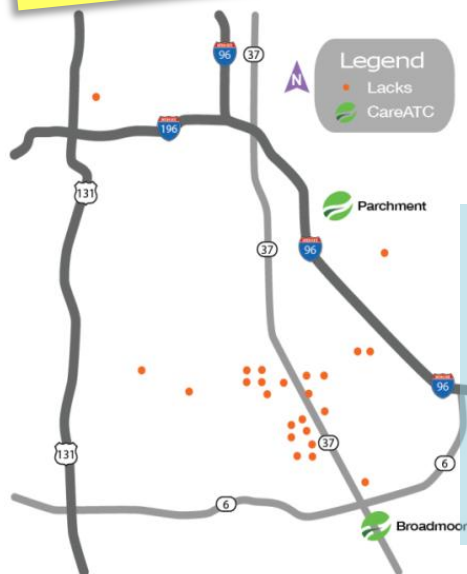
7105 Broadmoor Ave SE  
Caledonia, MI 49316

To schedule an appointment call

616.604.4104

### NOTE

- Required activities must be completed by employee and covered spouse
- You and your spouse do not have to choose the same option.
- Lacks is not responsible for any fees associated if you choose Option 2



## Option 2: Submit Priority Health Physician Biometric Form + Priority Health Online Health Risk Assessment

If you (and/or spouse) decide to not utilize the Lacks Primary Care Clinic, you will need to complete BOTH items described below:

1. Contact your HR Representative and request a Priority Health Physician Biometric Form. Once the biometrics is complete, this form needs to be faxed to Priority Health as indicated on the form.
2. The HRA is also required by employees and covered spouses choosing this option. This can be completed by signing into your account on the Priority Health Website.



### Low Cost!

Available to all Lacks Enterprises employees, spouses, and dependents age 2 & up on the Lacks Medical Plan. The clinic is free of charge for wellness and prevention visits and has a \$30 global office visit fee for acute care. The clinic offers minimal waiting room time and an on-site inventory of medications dispensed at no cost.

# Program Information

## New Hires:

Welcome! We hope you will consider becoming a part of this rewarding program.

As a new hire, if you choose to enroll in the Lacks Medical Plan, you will automatically be considered “committed” in 2015 and as a result will receive the additional employer HSA funding. In order to remain committed in the next plan year, you will need to actively participate in the program and meet the requirements as outlined in the eligibility chart.

The Choose Well, Live Well program includes many options in 2015-2016.

- 4 Corporate Challenges
- NEW Plant Level Challenges
- Preventative Care
- NEW Healthy U Topics
- Tobacco Cessation
- Diabetes Management
- Community Events
- Individual Challenges
- NEW Social Wellness



## What is required?

Six points are required by August 31<sup>st</sup>, 2016 in order to be considered committed, two of which need to be attained by BOTH the employee and their covered spouse (See page 9 for details).

Date Eligible for Insurance By:	PHA Required?	Total Points Required by 8/31/2016
September 2015	Yes	6
October 2015	Yes	6
November 2015	Yes	6
December 2015	Yes	4
January 2016	Yes	4
February 2016	Yes	4
March 2016	Yes	4
April 2016	Yes	2
May 2016	Yes	2
June 2016	No	2
July 2016	No	1
August 2016	No	1

## Healthy U Topics

- **Program Overview:** This Healthy U will help you decide how you want to earn your six points in 2015 & 2016. We'll also talk about upcoming challenges, activities, and any changes to the program.
- **Budgeting 101:** Learn the budgeting basics from Consumers Credit Union as we recognize the importance of financial wellness.
- **Drop the Diet:** Have you tried every diet under the sun and struggle with weight loss or body image? Then this Healthy U is for you! Amy will talk about developing lifestyle habits for you and your family.
- **Debt Snowball:** Has your debt snowballed out of control? Good news, Consumers Credit Union can help you reduce or even eliminate your debt with this Healthy U.
- **401K Retirement Planning:** Join us as Lincoln Financial educates on how to plan for retirement and the importance of saving into your 401K.

## Corporate Challenges

- **Hold It:** This challenge will encourage you to stay healthy during the holidays physically, mentally, and financially. We challenge you to hold your weight, stress, and money with this corporate challenge
- **Rate Your Stress:** This mental health challenge encourages you to become aware of your stress and challenges you to practice healthy outlets to stressors in life.
- **Level Up:** This challenge is designed to help you push your limits. Exercise and nutrition goals increase week after week so you can strive to reach new levels!
- **Healthier Together:** Work with your family for this challenge to make your home healthy, strong, and happy.



*Continue to look to your wellness stations for detailed information, tracking cards, and other valuable resources!*



## What is Social Wellness?

Health is a social phenomenon; our family, friends, and co-workers have a significant impact on our health. We have all experienced this before:

- Aren't you more likely to work out when you have an exercise buddy?
- Don't you feel more inclined to eat healthy when your co-workers are packing healthy lunches too?

This year we are promoting a culture of wellness here at Lacks by introducing a social wellness category. Now events such as joining or coaching a team or league, organizing a food drive, being a part of a community board, and ongoing commitment in the community or at a church will now be worth a full point and will not carry a point maximum. See your Point Option guide for more details

# What's Your Why?

"He who has a why can endure any how" –Fredrick Neitzche

Understanding the power of purpose can allow you to find the courage to take risks, push yourself to new limits, and stay motivated even when the chips are down. Once you find your why you will discover the ability and desire to move your life into a new and more rewarding path. Try answering the following questions to identify your why:

- What are the things I have always been good at?
- What makes me feel alive?
- How and where do I find happiness?
- How can I avoid making the wrong choices?
- Survival for the sake of what?
- What are my greatest strengths?



*Plan out which wellness activities you will accomplish based on your 'why'*

Required	Points	Date Accomplished
PHA or Biometrics + HRA	2	_____
Spouse PHA or Biometrics + HRA		_____
<b>Awareness</b>	0.5	
_____	_____	_____
_____	_____	_____
_____	_____	_____
<b>Action</b>	0.5-1.0	
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
<b>Community/Social</b>	0.5-1.0	
_____	_____	_____
_____	_____	_____
<b>Bonus</b>		
_____	_____	_____
_____	_____	_____
_____	_____	_____
<b>Total:</b>	_____	

# Q&A

Do I get penalized for bad scores on my Personal health Assessment (PHA)?



No. Our current plan is geared toward participation and the goal is to inspire healthy lifestyle changes

Where can I get Wellness Program information aside from this guide?



There is a wellness station at each location with current program details. You can also contact your wellness representative for more information.

How do I know when an activity completion form is required?



Refer to the point option guide. But a good rule of thumb is turn in an activity completion form for everything except required activities.

## Check Your Wellness Points

### Step 1: Log In

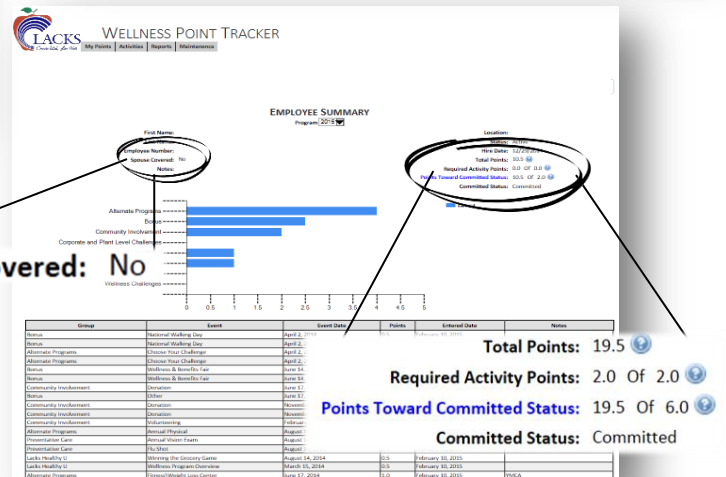
Use your Lacks Username and Password if applicable. If you do not have network credentials, click Register and create a new account.

### Step 2: Check Employee Summary

Your Employee Summary should look similar to this. Areas to note:

- Spouse Covered
- Total Points
- Required Activity Points
- Points Toward Committed Status
- Committed Status

Spouse Covered: No



# A look back at 2014



# Community Resources



1.800.446.5674  
www.priorityhealth.com



Bob Kleinheksel, LMSW  
616-402-9922  
bob@cup-health.com  
Deede DiTrapani  
616-481-5373  
Deedee@cup-health.com



800-547-7754  
www.principal.com  
Financial Counseling Services



616-942-2110  
Social Services Agency



616-459-6281  
Volunteer Opportunities  
2-1-1 Free Health & Human Service Hotline



616-774-2431  
Volunteer Opportunities



616-235-4532  
Volunteer Opportunities



**BLANDFORD** | nature center

1715 Hillburn Ave. NW  
Grand Rapids, MI 49504  
(616) 735-6204



616-604-4104  
Lacks Primary Care Clinics



1-866-507-7060  
www.enrollmentpoint.com



*Fitness  
Center  
Discounts*

See your  
wellness  
station for  
discount  
comparisons



Wellness program Mission Statement:

To promote healthy lifestyles by encouraging and supporting employees and their families to make healthy choices through *Choose Well, Live Well* activities and educational opportunities.