

FREQUENTLY ASKED QUESTIONS

WHO WILL CONDUCT THE HRAS? Healics

ARE MY HRA RESULTS CONFIDENTIAL? Yes, no one except you will see your individual results. Faith Technologies will have access to aggregate group reports that protect individual confidentiality. The reports indicate the company's overall risks and wellness program interests.

ARE THERE ANY EXCEPTIONS TO HAVING TO COMPLETE THE HRA APPOINTMENT? Yes. If you or your spouse currently have a medical condition that may be unreasonably difficult to complete the HRA, or are pregnant or nursing, you will not be required to complete the HRA to receive the additional insurance contribution.

Please contact Debbie Wissbeck with Healics at 414.375.1605 or debbie.wissbeck@healics.com to report a major medical condition. If leaving a message, please include your phone number, reason for exemption and employee's name (if spouse).

WHAT IF I, OR MY SPOUSE, RECEIVE A HRA SCORE OF 70 OR BELOW? You and/or your spouse must complete the telephonic one-on-one report delivery consultation session by December 5, 2014 to receive the additional insurance contribution. A Healics health expert will help you understand/interpret your results, and offer recommendations for improvement. A member of the Healics team will contact you directly.

NEED A FLU SHOT? You and your dependents may be reimbursed for a vaccine, and can visit your local Walgreens, CVS Pharmacy, Target, or health department to receive the vaccine. Please send your receipt to Alyssa Kwasny at Alyssa.Kwasny@faithtechnologies.com or mail to Faith Technologies, Inc., PO Box 260, Menasha, WI 54952, ATTN: Alyssa Kwasny. If you are on Faith Technologies' insurance plan, you may also receive your vaccine at your doctor's office (covered 100% if provided by an in-network provider).

IF MY SPOUSE IS ON THE MEDICAL INSURANCE, MUST HE/SHE COMPLETE THE HRA APPOINTMENT AND ANY NECESSARY ADDITIONAL STEPS? Yes, if you want to receive the additional employer medical premium contribution for 2015.

I HAVE A FULL PHYSICAL EVERY YEAR. ISN'T THE HRA DUPLICATING WHAT I ALREADY HAD DONE? Adjust your annual physical next year so it occurs after the HRA. Please take your HRA results to your primary care physician so lab work is not duplicated. The lab work that Healics does is meant to replace what you are having drawn at your physical, saving the health plan a great deal of money. This will in turn save you money for your monthly insurance premiums. Another benefit is that not all labs are covered at 100% under the health plan, so having labs done through the HRA will save on out-of-pockets costs.

WHY SHOULD I PARTICIPATE IN THE HRA?

- **Comprehensive** - You will be tested for many of the health factors that are typically included in a routine physical exam.
- **Convenient** - A qualified examiner conducts the health screen at your worksite during work hours.
- **Current** - You will become aware of your personal health risk factors and the lifestyle changes you can make to start improving your health.
- **Cost** - There is no cost to you for this service. Fees for similar tests done at your physician's office would be substantial.

2014 HEALTH RISK ASSESSMENTS

Faith Technologies cares a great deal about the welfare of our employees and their families. We invest in wellness activities to support a healthy, happy and productive environment for everyone. Therefore, we are offering a complimentary Health Risk Assessment (HRA) to all employees and their spouses through the month of September at all Faith Technologies' branch offices. It will consist of both a health questionnaire and a bio-metric screening. To get started, follow the four simple steps outlined on the next page!

Who: Employees and spouses

When: September (Participants must register within stated time frames.)

Where: Your local branch office

Cost: FREE (No cost to you or your spouse even if you're not on the health plan.)

Please contact Alyssa Kwasny
HR & Wellness Coordinator
920.751.9815
alyssa.kwasny@faithtechnologies.com

COMPLETE THE HEALTH RISK ASSESSMENT IN FOUR SIMPLE STEPS.

1. SCHEDULE YOUR HRA APPOINTMENT: Register early, as time slots book quickly! If you do not have internet access, please call the site coordinator for your branch office location (see table to the right) to schedule your appointment. If you enter your e-mail address while scheduling, you will receive e-mail reminders for your upcoming appointment.

- **Step 1:** Log onto www.healics.com
- **Step 2:** Click on "Participant Login"
- **Step 3:** Click on "Schedule Your Worksite HRA Appointment"
- **Step 4:** Type in the company access code for your HRA screening site (see table to the right), and click on "Login"
- **Step 5:** Select "Create New Appointment" from the Exam Scheduling menu
- **Step 6:** Select the HRA screening session you will be attending
- **Step 7:** Select your appointment from the drop down list of available appointments and click on "Continue"
- **Step 8:** Complete the appointment information (name, date of birth, etc.) and click on "Continue" when completed
- **Step 9:** Print your confirmation
- **Step 10:** Click on "Log Off" in the bottom, left corner



Screening Site	Access Code	Site Coordinator	Phone Number
Appleton, WI	FaithWApp	Rochelle Biermann	920.225.6655
Atlanta, GA	FaithGAAtl	Amy Winters	770.218.3590, ext. 2421
Green Bay, WI	FaithWIGB	Melissa Banaszynski	920.434.8666, ext. 1100
La Crosse, WI	FaithWILaC	Bonny Fish	608.782.0516
Lenexa, KS	FaithKSLen	Megan Bundrick	913.541.4760
Madison, WI	FaithWIMad	Lisa Marron	608.834.2667
Marinette, WI	FaithWIMar	Sally Hultquist	715.582.2896
Menasha, WI	FaithWIMen	Alyssa Kwasny	920.751.9815
Milwaukee, WI	FaithWIMil	Kristie Wagner	262.896.4164
Minneapolis, MN	FaithMNMin	Adam Bastien	612.808.8504
Neenah, WI	FaithWINee	Kathy Blumenberg	920.967.3212
Sheboygan, WI	FaithWIShe	Nicole Daane	920.694.3071
Springfield, MO	FaithMOSpr	Miranda Bockman	417.886.7667
Stevens Point, WI	FaithWISP	Haley Mayfield	715.341.7555, ext. 1801
Tulsa, OK	FaithOKTul	Sandy Harris	918.610.9917
Verona, WI	FaithWIVer	Lisa Krieg	608.472.2260

To verify your appointment time or change it, complete steps 1-4. At step 5, choose your preferred option and fill in the blanks as requested. If you are having trouble locating your appointment information or need to cancel an appointment, please contact your site coordinator. **If you are able to schedule during a weekday, please try to reserve Saturday appointments for traveling individuals.**

2. COMPLETE BOTH HRA FORMS AND BRING TO YOUR HRA APPOINTMENT: Participants need to complete a HRA questionnaire and sign a laboratory consent form prior to their HRA appointment, and bring both completed forms to their HRA appointment (both forms are enclosed). The HRA questionnaire addresses lifestyle behaviors such as smoking, seat belt use, exercise activity, and alcohol consumption.

3. ATTEND HRA APPOINTMENT (BIOMETRICS/BLOOD DRAW): Please be sure to arrive on time for your HRA appointment so the screeners can stay on schedule.

- **Prior to your HRA appointment:** Drink at least 24 oz. of water 2 hours prior to your blood draw; continue taking prescribed medication, including insulin; fast for 8-12 hours; avoid vigorous exercise for at least 12 hours before appointment; avoid alcohol for at least 24 hours before appointment; avoid caffeine and nicotine for at least 30 minutes before appointment; male participants only (if participating in PSA test) should abstain from ejaculation for 48 hours before appointment and avoid strenuous bicycle riding for 3 days prior to your appointment.
- **The HRA appointment will take approximately 10 minutes** and includes the following measurements: height, weight, wrist, waist, hips, and blood pressure.
- **Participants will have their blood drawn from a vein in the arm** and the blood is tested for: total cholesterol, HDL, LDL, triglyceride, glucose, nicotine, GGT (liver function), and blood chemistries (including optional Prostate Specific Antigen (PSA) test for men age 45 or older).

4. REVIEW INDIVIDUAL HEALTH RISK REPORTS: All reports will be mailed to the address listed on the health risk questionnaire within 3-4 weeks after your HRA appointment. The individual health risk report includes: individual results, a protocol for medical referrals & behavior alternatives, comparison information, an "Interpreting Your Health Risk Report" guidebook, and instructions for creating a secure online account to view the health risk report (for participants to print additional copies of their report).

CAN'T ATTEND AN ONSITE HRA APPOINTMENT?

If you are unable to attend an onsite appointment due to a qualifying situation* please contact Alyssa Kwasny by September 5, 2014 for a lab kit. If you request a kit after September 5, 2014, you will be responsible for the cost of the kit (\$114). The lab kit will give you instructions to complete the HRA at a designated location. The deadline to complete the screening at the designated kit locations, using the kit ordered, is October 10, 2014 (kit completion after October 10, 2014 may result in a delay in receiving your additional healthcare premium contribution).

Notes:

- You cannot transfer an unused kit to another employee.
- If you order a kit and do not use it, you will be responsible for the cost of the kit (\$114).
- All kits must be requested through Alyssa Kwasny or you will be responsible for the cost of the kit (\$114).
- You cannot return a kit (either opened or unopened).

* *Qualifying Situation: Traveling for work, live in a state where HRAs are not conducted*

WANT TO RECEIVE THE ADDITIONAL COMPANY PREMIUM CONTRIBUTION?

You will qualify for the additional company medical premium contribution in 2015 if you and your spouse complete the HRA appointment and meet the following requirement:

- **HRA score of 70 or below:** Please refer to Page 4 for more information on the HRA requirements below.
 1. Complete a confidential telephonic report delivery session with a Healics health expert to review your individual results.
- **HRA score of 71 or above:** No additional steps are necessary to receive additional company premium contribution.



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