SIMPLE STEPS TO A HEALTHIER YOU
You are probably asking yourself right now, “Why is United so worried about my health? I just wish “they” would let me do my job”. Well, our Team Members are our most important asset. We need you healthy now, and in the years to come. I can personally relate to struggles that many of us face to consistently make healthy choices in food, fitness and lifestyle.

In addition to your health, we also understand the importance of holding down the cost of your health care. The Center for Disease Control (CDC) reported that health costs related to preventable chronic disease is about 75% of our nation’s health care cost. The more we reduce the cost of health care claims at United, the less you and United will pay in premiums. If you look at page 6 of this brochure, you will see our claims in 2012 are running much less than in 2011. I feel that at least some of that decrease is related to our wellness program.

Promoting a healthy way of living through ultimate nutrition, superior fitness, and positive lifestyle choices for your mind, body and spirit.

Start today. Begin by taking small steps and leap to the reward of feeling great.

Your Team Member ID is your Team Member number. You determined your password at the time of registration. If you have not registered on the website, go to myunitedbenefits.com and click “Login” at the top right corner and click "Let’s Get Started" to begin the registration process.

Suz-Ann Kirby CEO

**STEPS & DEADLINES FOR THE 2014 DISCOUNT**

**STEP 1**
- Full-Time on or after August 1, 2012
- **BIOMETRIC SCREENING**
  - AUG. 1 2012 – NOV. 30 2012
- **NEW HIRE TRACKS**
  - PRIOR TO BENEFIT START DATE

**STEP 2**
- **MAKE IMPROVEMENTS IF NEEDED**
  - BY 2013 SCREENINGS

**STEP 3**
- **BIOMETRIC SCREENING**
  - FALL 2013

Earn a discount per week on your health insurance. Save save save on your premiums per year!!!
EARN YOUR DISCOUNT!

EARNING YOUR 2014 WELLNESS DISCOUNT IS AS EASY AS 1, 2, 3!

1. You should have participated in the fall 2012 screenings or completed the New Hire Tracks
2. Review your results and start making improvements, if needed
3. Participate in the fall 2013 wellness screenings

If you have 0 to 2 risk factor(s), you are encouraged to maintain your results or work toward improving any risks. If you have 3 risk factors, you must improve at least 1. If you have 4 risk factors, you must improve at least 2. If you have 5 or more risk factors, you must improve at least 3. All improvements must be made by the 2013 fall screenings.

IMPROVEMENT GUIDELINES:

- **Systolic Blood Pressure***: Decrease by at least one point
- **Diastolic Blood Pressure***: Decrease by at least one point
- **If your BP is within the 5 POINT grace range (up to 5 points over your previous result), you will still receive the credit.**
- **Total Cholesterol**: Decrease by at least one point
- **HDL Cholesterol**: Increase by at least one point
- **LDL Cholesterol**: Decrease by at least one point
- **Triglycerides**: Decrease by at least one point
- **Glucose**: Decrease by at least one point
- **Waist Circumference**: Decrease by at least 0.5 inch
- **Body Fat %**: Improve by at least 0.1
- **BMI**: Improve weight by 3%

*NEW* ➔ **TOBACCO USER**: Stop using tobacco 6 months prior to screening
TOBACCO DID YOU KNOWS

**DID YOU KNOW THAT BEING TOBACCO FREE AT UNITED SUPERMARKETS IS WORTH EVERY PENNY?**
By being a non-tobacco user, you will earn a **$6.00** discount per week on your health insurance!
That is **$312.00** per year!

**Smoking and tobacco cessation lowers the risk for lung, oral and other types of cancer.**
Smoking cessation reduces the risk for coronary heart disease, stroke, and peripheral vascular disease. Coronary heart disease risk is substantially reduced within 1 to 2 years of cessation.

**Smoking cessation reduces respiratory symptoms, such as coughing, wheezing, and shortness of breath.** The rate of decline in lung function is slower among persons who quit smoking. Smoking cessation reduces the risk of developing chronic obstructive pulmonary disease (COPD), one of the leading causes of death in the United States.

**Smoking cessation by women during their reproductive years reduces the risk for infertility.**
Women who stop smoking during pregnancy also reduce their risk of having a low birth weight baby.

**Smokeless tobacco cessation can help lower the risk of precancerous lesions of the soft tissue in the mouth that consists of a white patch or plaque that cannot be scraped off.**
Smokeless tobacco cessation will increase success in having good oral health.
GET STARTED TODAY!

HAVE YOU REGISTERED ON THE UNITED BENEFITS PORTAL?
If so, your first step is to login!

Step ➊: Go to www.myunitedbenefits.com
Step ➋: Click “Login”
Step ➌: Log in:
   - Team Member ID: Team Member Number
   - Password: Created by you

Step ➍: View your 2012 biometric results by clicking the “Scorecards” at the top of your page or begin your "New Hire Tracks" by clicking "New Hire Track" on your workflow.
   *Your risks are highlighted in pink.
   *Your improvement goals are defined to the right of your risk factors

Step ➎: Familiarize yourself with the results you need to improve on by Fall 2013*
   *Contact a coach to help you get on the right path to improving your numbers and overall health. (See pg. 8)

Step ➏: Get screened in the Fall of 2013 and make improvements where needed

Eligibility for the wellness discount is based upon participation in the Wellness Program. If you are not currently enrolled in the plan and add medical coverage at a later date due to a qualifying event or enroll during a future Annual Enrollment period, previous participation in the Wellness Program is necessary to receive the premium discount.

Forgot your password? Click "Forgot my password" or Call iaWellness to have it reset! 806.765.7265
FOR THE CURRENT YEAR, SEPTEMBER 2011 THROUGH AUGUST 2012, HOSPITAL ADMISSIONS BY TEAM MEMBERS HAVE **DECREASED BY 23%** COMPARED TO THE PRIOR YEAR.

PHYSICIAN VISITS BY TEAM MEMBERS HAVE **DECREASED BY 5%** FOR THE SAME PERIOD.

OUTPATIENT SURGICAL VISITS **DECREASED BY 10%**.

AVERAGE PAID CLAIMS BY TEAM MEMBERS **DECREASED BY 19%**.

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**WELLNESS IS WORKING!**

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**DID YOU KNOW?**

"In April of 2012 I knew I needed to get serious about losing weight for my health and to improve my risk factors. I began with making changes to my diet, only eating half of the serving sizes I normally would. I knew I needed exercise to go along with my diet changes, but did not have or want a gym membership. I began exercising at home: jumping jacks, sit-ups and leg lifts (while watching TV). I gradually improved my diet, ate less and exercised more. **I am proud to say that since April I have lost 34 pounds!**" *Tiffany Fowler*
In 2010, the total cost of heart disease in the U.S. was $444 billion.

More than 1 in 3 (83 million) U.S. adults live with one or more types of cardiovascular disease.

The total economic cost of obesity is now $270 billion per year in the U.S. compared to $30 billion in Canada.
Personal wellness coaching is a **FREE** benefit to all full-time United Team Members. Take advantage of this great resource available to you!

Even if you do not have biometric risk factors, coaches can help you with modifying recipes, eating healthier when dining out, or with general health and wellness questions.

If you have biometric risk factors, a wellness coach can help you with improving those numbers. They will offer tips and long-term strategies for moving your health in the right direction. Do you need someone to hold you accountable? A coach can keep you accountable for the goals you have set for yourself!

**PHONE:** 1-866-630-6733  
**EMAIL:** COACH@ULTIMATEHEALTHMATTERS.COM

For every **pound** of muscle you have in your body you burn, **35 calories/day** and for every **pound** of fat you have you burn only **2 calories/day**. Resistance training is important!! *-WebMD*
NEW! CONDITION MANAGEMENT PROGRAM

United Supermarkets is committed to providing resources to our Team Members to assist in improving overall health. As part of that commitment we are pleased to provide the Condition Management Program administered by Blue Cross Blue Shield of Texas, for all of our full-time Team Members.

This program is designed to offer Team Members highly personalized Care Management to motivate participation and support behavior change.

CONDITION MANAGEMENT INCLUDES THE MANAGEMENT OF:

- Diabetes
- Asthma
- COPD (Chronic Obstructive Pulmonary Disease)
- Low Back Pain
- Congestive Heart Failure
- Tobacco Cessation
- Metabolic Syndrome
- Special Beginnings (Maternity Program)

★ LOOK FOR MORE INFORMATION COMING SOON IN 2013!
MENTAL HEALTH & FINANCIAL WELLNESS

WE MEASURE YOUR PHYSICAL HEALTH EACH YEAR, BUT HOW IS YOUR FINANCIAL AND MENTAL WELL-BEING?

Are you enrolled in one of the United sponsored life insurance policies?
Sometimes during difficult economic times, people are tempted to cancel their life insurance policy in order to save money. What isn’t realized however is how much of a risk this is to you and your family financially if the worst happens.

Have you taken advantage of the Short-Term Disability Insurance offered in your benefits package?
When you have a baby, a simple surgery or a disability of any type, your time, energy, and emotions are all heightened - and the last thing you want to worry about is money! How will the bills be paid? Short-Term disability is designed to provide income during a medical leave up to a six-month period.

Did you know that United pays for a Long-Term Disability policy for each full-time Team Member to supplement your income should you suffer a disability lasting longer than six months?
If you are disabled and unable to work, Long-Term Disability pays 60% of your eligible wages earned at the time of the disability.

Are you saving for retirement in the United Supermarkets 401(K) plan?
The comfort of knowing you can enjoy your retirement years can be heightened by participating in the 401(k) plan. The money you save is matched by United - you put in $1.00 - United puts in $0.40. If you don't plan for your retirement, who will?

DID YOU KNOW?  Coaching can help guide you with mental wellness and stress management!
DID YOU KNOW THAT WELLNESS SCREENINGS ARE FREE TO ALL FULL-TIME TEAM MEMBERS?

It only takes about **15 minutes** to get a snapshot of your overall health and potential risks! By getting screened every year, you can monitor your trends and possibly prevent future disease or catch it early for treatment.

**Screenings are offered in the fall.** Look for more communication on when and how to sign up at your location. Remember, you have to complete a screening each year to qualify for a wellness discount on your insurance.*

**[IF YOU CANNOT ATTEND AN ONSITE SCREENING, THERE ARE OTHER OPTIONS FOR YOU!]**

You can download a PCP form at www.myunitedbenefits.com to take to your own doctor.

*NEW HIRES & TEAM MEMBERS MADE FULL-TIME ON OR AFTER AUGUST 1, 2012, PLEASE REFER TO YOUR WELLNESS HOME PAGE.*
WHY DO I NEED TO PARTICIPATE IN THE UNITED WELLNESS PROGRAM?
United Supermarkets is committed to helping Team Members in every possible way by providing tools to help you be healthier and happier. Wellness isn't just about health care savings or increased productivity. We genuinely care about our Team Members!

WHAT IS MY TEAM MEMBER ID?
Your Team Member ID is your Team Member number.

WHAT IS MY PASSWORD?
You create a password at the time of registration. If you have forgotten your password, click "forgot my password".

WHAT WEBSITE DO I USE TO ACCESS MY WELLNESS PROGRAM?
Go to www.myunitedbenefits.com.

WHO DO I CALL IF I HAVE ANY QUESTIONS ABOUT THE WELLNESS PROGRAM, SCREENINGS OR MY RISK FACTORS?
Please call iaWellness at 806.765.7265 for more information.

WHAT IF MY BLOOD PRESSURE WAS A LITTLE HIGHER AT MY LAST SCREENING?
There is a 5 point grace range. As long as your blood pressure is not higher than 5 points from your baseline, you will receive credit.

WHAT IF I DO NOT HAVE ACCESS TO A COMPUTER?
Please call iaWellness at 806.765.7265 for more information.

HOW DO I KNOW IF I COMPLETED A WELLNESS TRACK?
The wellness track icon should light up on your home page.
WHAT DOES MY HEALTH INSURANCE HAVE TO DO WITH THE WELLNESS PROGRAM?
By doing your part to keep yourself healthy, you are saving money by also keeping your insurance contributions down as much as possible. Just making small changes may help you prevent diabetes, heart disease, stroke, and some cancers.

SHOULD I SCREEN IF I AM NOT ON THE HEALTH INSURANCE?
Yes, screening is paid for by United for all full-time Team Members. Even if you are not on the health plan now, and have to enroll in the health plan at a later date, you will only receive a premium discount if you completed the wellness requirements.

IF I LOST MY WELLNESS DISCOUNT IN 2013, CAN I EARN IT BACK FOR 2014?
Yes, if you screened in the fall of 2012, made improvements, if needed, and screened in the fall of 2013, you can earn the 2014 discount.

NEW HIRES/NEWLY BENEFIT ELIGIBLE

HOW DO I EARN MY WELLNESS DISCOUNT?
Please refer to your New Hire Packet.

STEP 1: Go to "myunitedbenefits.com" click "Login" and register as a "First Time User."

STEP 2: Click "New Hire Track;" complete the requirements listed.
[Complete a short Health Assessment, watch the "GET TO KNOW WELLNESS AT UNITED" and take the quiz.]

STEP 3: Complete the Smoking Affidavit.

STEP 4: Complete a Biometric Screening if hired prior to the screening end date.

*For detailed information, please refer back to your Wellness Requirements in your New Hire Packet.
Beginning January 1, 2013, wellness will have a new name and logo. Thank you to all who submitted entries for the renaming contest!

Congratulations to the winner of the renaming contest:

KAY LAY

Guest Experience and Talent Relations Manager from Plano, TX
"Last year my biometrics, including my weight, were really high. In March, I moved to a new neighborhood where there are lots of parks. My family and I started walking our dog every day except Sundays. I cut down on portions and stopped drinking so many cokes, going from 6 per day to 2 per day. I am trying hard to get back into shape by doing it right this time!

I walk every day, drink lots of water, and eat smaller portions. It has worked for me in helping me with my goal. I have now lost 13 pounds in the last few months with some minor changes in my life! I am happy to say that I improved all 6 of my risk factors!"

-Herlinda Garcia Store #501
EVERYTHING YOU LOVE
MODERATION
+
❤️ RATE = WELLNESS

Follow Us on Facebook & Twitter
IA Wellness
iaWellness #BeWell

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