

WELLNESS PROGRAM – COMMIT TO FIT

The Company's Wellness Program is about helping employees on their wellness journey to a better and healthier lifestyle! Fabick Cat is pleased to offer a comprehensive wellness program that rewards commitment to ongoing wellness. The Commit to Fit Wellness Program is voluntary and not required of any employee. All employees are eligible to participate in the Activity Based Recognition Program. The Activity Based program recognizes employees who participate in various health related activities and rewards them with bonuses.

The program is administered in accordance with all federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you are unable to participate in any of the wellness-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard.

PREMIUM DISCOUNT

Employees, and employees' spouses, that are currently covered on the Company's medical plan are eligible for a premium discount if they participate in the Annual Biometric Screening and complete the Health Survey prior to the start of the benefit year.* Convenient on-site screenings are only available during the Annual Screening Period. Off-site clinic screenings and the Health Survey are available until the Annual Biometric Screening deadline.

**New employees may participate in the Activity Based program at any time but will not qualify for the insurance incentive until they've participated in an Annual Biometric Screening.*

ACTIVITY BASED RECOGNITION PROGRAM

The Activity Based Program is comprised of several different wellness activities. The wellness activities are designed to both promote and improve personal health. Employees may participate in as many of the activity based options as they wish throughout the calendar year. The activities included in the program are as follows:

- Biometric Screening results discussed with physician
- Annual Physical
- Dental (2 annual teeth cleanings)
- Participation in 2 wellness seminars (including Financial)
- Participation in a 5k walk/run
- Intramural Sport Team or participation in 25 exercise classes

Annually published Activity Based Recognition Program Rewards will be added to an employee's next pay period after participation is verified and approved.

OUR WELLNESS THEORY

Your medical reports are not the only thing making you a happy, healthy individual. To focus only on your medical test results can neglect your wellness on a holistic level. Wellness, or the overall quality of your health in practice and perception, should be a lifestyle; a full integration of your physical, mental, and spiritual well-being. People who focus daily on a routine to improve, or maintain, both their medical health and their satisfaction in other recognized dimensions of wellness can significantly improve their quality of life.

Remember that wellness is not the absence of illness or stress. You can improve, and benefit from, your wellness even if you are experiencing issues with your medical health.

THE 8 DIMENSIONS OF WELLNESS

According to Fabick Cat's theory of holistic wellness the 8 recognized dimensions of wellness are: Intellectual, Financial, Social, Physical, Emotional, Occupational, Spiritual, & Nutritional. These dimensions are represented by a corresponding color and icon under the Commit to Fit program. Each dimension is recognized to have a direct and lasting impact on an individual's physical or mental health.

Many of the activities rewarded under our Activities Based Program are chosen because they support one, or more, of the recognized dimensions of holistic wellness.