



To: All Employees & Covered Spouses

We are pleased to announce Huron Valley Steel Corp. and Fritz Enterprises Inc. will be offering **FREE onsite biometric health screenings** to all benefit eligible employees and spouses again this year. This worksite well-being program is designed to provide information and tools to help manage your current health status or improve on areas that demonstrate future risk. In addition to offering this program to you at no charge, we will provide an incentive for meeting the qualifying criteria and improving your health over time.

After completing your biometric health screening, you will receive a health report containing your biometric measurements to give you an objective view of your health risks and link those risk factors to your lifestyle choices. *The information obtained is strictly confidential and will not be shared with anyone at Huron Valley Steel or Fritz Enterprises.*

How To Schedule Your Screening

Scheduling your biometric health screening appointment is easy and found within your wellness portal at www.kapnickstrive.com/hvsfei. You will be able to schedule your appointment starting **July 13, 2023**. All screenings are conducted by a professional, certified team of nurses and phlebotomists.

Completing Your Health Risk Assessment (HRA)

Wellness incentive criteria also includes completing an online Health Risk Assessment (HRA) prior to completing your biometric health screening. If you have already logged into your wellness portal this year, you should have already completed the HRA as it immediately pops up for completion. A lifestyle report is generated from your HRA responses and available for review on the assessment page of your portal. If you are concerned that you have not completed your HRA, please contact Kapnick Strive at strive@kapnick.com.

2024 Financial Incentive

Completing a 2023 screening and meeting qualifying criteria will provide eligibility for the annual wellness incentive to be applied in 2024.

- First-time participants are automatically eligible for the wellness incentive upon completion of their HRA and biometric health screening.
- Participants that have completed a screening in the previous year will need to achieve a Health Score of 70 or higher OR improve their previous Health Score by 5 points to become eligible for the incentive.

If you are a repeat participant and do not receive a Health Score of 70 or higher and/or do not improve your previous year score by 5 points, you are still eligible to receive the incentive by completing our Reasonable Alternative Standard (RAS) program. This is a telephonic health coaching program in which you will speak with a health coach over the phone once a week for 6 weeks to review your health results and create a plan to achieve your health and wellness goals. You may enroll in this program after receiving your health report by contacting Kapnick Strive at strive@kapnick.com or call 877-233-2296. Please enroll in the program by October 27, 2023 and have it completed by December 8, 2023.

Accessing Your Health Report

Seven to ten business days after completing your screening, your health report can be accessed on the wellness portal at www.kapnickstrive.com/hvsfei. Your report will contain your personal health score, a number derived from only your biometric screening results on a scale from 0-100, with 100 being the perfect picture of health. Please note: Due to HIPAA regulations, we will not except outside health information from your physician in order to be eligible for the well-ness incentive.





2023 ONSITE SCREENINGS WILL TAKE PLACE AT THE FOLLOWING LOCATIONS:

TIME:	LOCATION:
August 1st & 5th	Corporate Office: 1650 W. Jefferson Ave. Trenton MI, 48183
August 1st, 9th, 16th, & 19th	Anniston, AL: 820 Ware Street Anniston, AL 36201
August 2nd, 9th, & 19th	Belleville, MI: 41000 E Huron River Dr. Belleville, MI 48111
August 9th through 13th	Gary, IN: 122 N. Clark Rd. Gary, IN 46406
August 8th & 11th	River Rouge, MI: 255 Marion Ave River Rouge, MI 48218
August 8th	Tucson, AZ: 6581 E Drexel Rd. Tucson, AZ 85756
August 10th	Taylor, MI: 23550 Pennsylvania Rd. Taylor, MI 48180
August 15th	Fairfield, AL: 23550 Pennsylvania Rd. Taylor, MI 48180
August 18th	Flint, MI: 5032 N. Dort Hwy. Flint, MI 48505
TIMES:	Times will vary based on location

If you are unable to attend any of the onsite health screenings but still wish to participate, please contact your Wellness Account Manager, Lexi Judkins, at lexi.judkins@kapnick.com or 734.929.6584.

We look forward to your active participation and improved health!