

The Langdale Company Wellness Program Summary Plan Description

Effective January 1, 2016

Rev. 10/12/2021

The Langdale Company Wellness Program (“Wellness Program”) is intended to provide incentives, in the form of health insurance premium discounts, to Eligible Employees who participate in The Langdale Company Employee Benefit Plan (“the Plan”) and this Wellness Program.

Introduction

The cost of healthcare continues to increase dramatically each year, which impacts The Langdale Company’s health care costs and employee insurance premiums. The Langdale Company believes that the best way to help control these costs is to implement a Wellness Program that is designed to encourage healthy lifestyle choices and promote good health. The Langdale Company has chosen to focus on tobacco cessation, management of certain chronic diseases, and screening programs, because of the significant impact they have on one’s health.

How the Program Works

The Program is comprised of four components: (1) tobacco cessation, (2) participation in annual health assessments and biometric screenings, (3) a diabetes management program, and (4) a (chronic) disease management program.

1 - Tobacco Cessation

During Open Enrollment each year, employees who elect medical coverage are required to provide their tobacco-use status.

Starting with the 2016 Open Enrollment process, there will be two (2) tobacco status options: 1) Non-tobacco user**, and 2) Tobacco user who will have an option to enroll in the tobacco cessation program. Tobacco users who choose not to participate in this program will pay a higher tobacco user health premium – a difference of \$80 per month. Those who decide to participate in the tobacco cessation program will be required to take tobacco cessation classes. Participants must submit a certificate of completion to the Human Resources office to have the surcharge removed from their health premium for a period of twelve (12) months.

***Tobacco use applies to all types of tobacco products, including cigarettes, cigars, pipes, snuff, and chewing tobacco. You and/or your Dependents must be tobacco-free for a minimum of twelve (12) consecutive months to qualify for the “non-tobacco user” status. Additionally, to qualify for the “non-tobacco user” status, you must complete and sign the Tobacco Affidavit provided at Open Enrollment.*

2 - Health Assessments & Biometric Screenings

This voluntary program provides basic screenings to willing Employees for blood pressure, pulse, cholesterol, body mass index, blood sugar, weight, waist and neck circumference, and tobacco usage. A \$40 monthly surcharge will be added to Employee’s medical premium who chooses not to participate in the Health Risk Assessment Program & Biometric Screening.

3 –Diabetes Management Program

This voluntary program is for employees and family members who have been diagnosed with diabetes and any associated chronic disease (hypertension (high blood pressure), hyperlipidemia (high cholesterol), asthma, and cardiovascular disease). Eligible participants will meet with a Health Advocate and/or pharmacist to help manage their condition. In addition, participants will be contacted monthly via telephone by the Health Advocate, case manager and/or pharmacist. All information exchanged with your Health Advocate and/or pharmacist is confidential and participant privacy is a priority.

Program benefits include:

- Diabetic medications and testing supplies as well as medications to treat associated chronic diseases, which include hypertension (high blood pressure), hyperlipidemia (high cholesterol), asthma, and cardiovascular diseases, at no cost to participants
- Glucose meters will be provided free of charge, one per year
- Regular A1C screenings free of charge
- A comprehensive medical review of program participant’s medications will be performed
- Educational opportunities free of charge
- One-on-one meetings with the Health Advocate in a private and secure environment to assess participant’s progress and opportunities for improvement

Requirements of the program are as follows:

- All participant medications must be filled through the FiveStar Telehealth Clinic
- Participate in one educational event per quarter covering nutrition, general diabetes, exercise, blood sugar readings and impaired healing. The following education events are approved for this program:

- Chancy Drugs' educational classes
 - Training at a local hospital – Certification of Completion required
 - Education Session with the Health Advocate
 - Education courses through Health Portal – limited to one per year
- (Contact TLC Benefit Solutions for the schedule of events or how to access modules online)
- Take A1C test as required (8 or higher = update every 3 months; less than 8 = update every 6 months)

A \$40 monthly premium surcharge will be added when eligible Employees and/or their Dependents who have been diagnosed with diabetes choose not to participate in the Diabetes Management Program.

4 – Disease Management Program

This voluntary opt-out disease management (DM) care program provides case managers and a Health Advocate to Participants (and their Spouses and Dependents) who have, or who are at risk for developing the following chronic diseases: hypertension (high blood pressure), hyperlipidemia (high cholesterol), asthma, and cardiovascular disease. The case managers/health advocate will help monitor compliance with medication protocols and schedule appointments with health care providers. All information exchanged with your Health Advocate and/or pharmacist is confidential and participant privacy is a priority. No premium surcharge will be added for employees who opt-out of the Disease Management Program; however, participants who opt out of the program will not receive the reduced DM medication copay as outlined in the Plan document.

How to Participate in the Program

Participation in this Wellness Program is completely voluntary. To qualify for the incentives described above, employees and their dependents, if applicable, must complete all requirements described in the Section "How the Program Works."

Employees and their dependents, if applicable, will have an opportunity to participate in the Wellness Program each year during Open Enrollment. New hires and their dependents, if applicable, are eligible to participate in the Wellness Program upon initial eligibility into the Plan.

The Plan is committed to helping you achieve your best health. Rewards for participating in this Wellness Program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Reasonable alternative standards are available. If it is unreasonably difficult due to a medical condition or medically inadvisable for you or one of your dependents, if applicable, to meet the Wellness Program requirements, you should contact the Privacy Officer or the Compliance Officer at (229) 249-0940 to discuss a reasonable alternative to obtain the reward. You must submit a physician's statement certifying that the standard under this Wellness Program is unreasonably difficult or medically inadvisable to obtain an alternative standard.

Additional Information

This Wellness Program is a component of, and is incorporated by reference into, the Plan. This document, along with the ***The Langdale Company Wellness Program Participant Consent Form***, serves as the Wellness Program summary plan description. The Langdale Company has the right to amend or terminate the Wellness Program, or any of the benefits provided under the Wellness Program, at any time, in its sole discretion.

To qualify as a non-tobacco user under this Wellness Program, you must affirm that the information provided in the Affidavit is true and complete to the best of your knowledge. You must notify The Langdale Company of any changes to your Affidavit in writing immediately.

The Langdale Company will rely upon your Affidavit in determining whether you are entitled to a wellness discount towards health insurance premiums. The Langdale Company will adjust your premium contribution to the higher, tobacco user rate upon discovery of false or incomplete information contained in your Affidavit. You may be required to reimburse The Langdale Company for the difference in premium contributions based on the applicable higher standard rate, which you should have paid based on your use or your dependent's use, if applicable, of tobacco products.

Any falsified information or omissions given in connection with this Wellness Program, including any failure to timely inform The Langdale Company of any change in the information provided in connection with this Wellness Program, is considered dishonesty and misrepresentation, and may result in the denial of benefit claims made under the Plans, and disciplinary action, up to and including termination of employment.

Please contact the Privacy Officer or the Compliance Officer at (229) 249-0940 if you have any questions about this Wellness Program requirements or incentives.