

HEALTH AWARENESS AND IMPROVEMENT

Sauber Mfg. Co. continues its commitment to promoting healthier lifestyles and decreasing health risk factors for our employees.

Our goal is to improve health and safety for all of us. We encourage healthier lifestyles and reduction of preventable illnesses and injuries. Our Health Awareness and Improvement Program includes incentives to help motivate our employees to improve and/or maintain healthy lifestyles in each of the areas identified below. In order to qualify for these incentives you must meet the criteria in at least 7 out of the 10 categories. Participation is encouraged and voluntary.

Kishwaukee Corporate Health will continue to administer our program. Kishwaukee Corporate Health will keep all individual health information confidential. The Director of Administrative Operations will be told who was successful in order to award the incentives.

The health indicators we will target are:

- ◆ Alcohol and substance abuse
- ◆ Cholesterol
- ◆ High Blood Pressure
- ◆ Obesity/Overweight
- ◆ Preventable accidents/injury
- ◆ Tobacco use

The Criteria is:

1. Participant is tobacco free
2. Participant is not above 10% of Government weight recommendations or has normal BMI or body fat%
3. Participant has no more than 7 drinks/week, no DUI in the last 5 years
4. Participant gets a physical as recommended for his/her age (Charts posted on Health Awareness board)
5. Blood pressure is within normal guidelines or employee is following a physician's recommendation
6. Cholesterol levels are within normal range including HDL and LDL, or employee is following physician's recommendation
7. Participant exercises at least 30 min. per day/3 days a week (tracking form required)
8. Participant always wears seat belt and requires those in vehicle to wear a seat belt, children under 4 always use car seats, if under 9, use booster seats, if motorcyclist, wears a helmet
9. Participant attends at least 2 out of the 3 educational programs offered on site
10. Participant completes the IHS screening

We will provide 3 lunch and learn programs in 2010. A nurse from Kishwaukee Corporate Health will be on site twice monthly. She will administer the program and all employees can schedule time to meet with her. Blood pressure checks will be available. Those in the program must meet with the nurse on 3 occasions in 2010.

The incentive for 2010 will be: \$350 employee and \$250 spouse.

Incentive may be:

- ◆ Cash, paid through payroll
- ◆ Contribution into the cafeteria plan (employee only)
- ◆ YMCA or Health Club Membership assistance
- ◆ Physical fitness equipment reimbursement

The 2010 program will run January 2010-December 2010. The first half of the incentive will be awarded in July and the 2nd in December. To be eligible for the first half of the incentive, employees and spouses must sign up for the program by January 15, 2010, and meet with the nurse by the end of March, 2010.

I will participate in the 2010 health Awareness and Improvement Program. I will meet with the nurse by the end of March.

(Please Print Name)

Rtn form to Jean by 1/15/201