



Wellness Screening and Questionnaire

healthyliving.pepsico.com Questions? Call 1-855-PEP-1117 8am–9pm Eastern Time Monday–Friday



Wellness Screening and Questionnaire

It's Good to Know

Work, school, family, friends...your days are full. Everyone and everything is competing for your time and energy. That's why it's so important to take a few minutes to focus on yourself, so you can have a clear picture of your health. Make time to complete two simple tasks, a Healthy Living Wellness Screening and the Healthy Living Wellness Questionnaire. The information you get will help you identify small changes you can make to help you be a little bit better every day—for all the roles you play.

- Healthy Living Wellness Screening (WS). The WS measures your "health numbers": cholesterol, blood glucose, blood pressure and body mass index (BMI).
- Healthy Living Wellness Questionnaire (WQ). The WQ asks you a series of questions about your daily routine—physical activity, sleep habits, stress levels and nutrition. It takes about 15 minutes to complete, and you'll instantly get a personalized report with valuable insights and recommendations.

The combination of your WS and WQ results will give you feedback on your health and help you avoid guessing, wondering or worrying about the unknown. And as you share your results with your doctor or Wellness Coach, you can identify simple steps to take you in the right direction. Before you know it, these daily victories will turn into weekly wins. In the process, you'll enjoy more success and less stress, more energy and less fatigue.



Wellness Screening

You have up to four options for completing your Wellness Screening*:

1. Healthy Living Onsite Screening Event. During the first few months of the year, PepsiCo locations with more than 50 employees may offer onsite screenings. Watch for details. There is no cost to you, and results are sent electronically to Healthyroads, PepsiCo's wellness partner.



- 2. Quest Diagnostics. To schedule a Wellness Screening, call 1-866-908-9440 or register online at My.BlueprintforWellness.com. Online registration key: healthyliving. There is no cost to you, and results are sent to Healthyroads electronically.
- 3. Annual physical.** Schedule an appointment with your doctor. Annual physicals with an in-network provider are covered at 100% with no deductible. Be sure to take the Physician Form with you; download it from the homepage of **healthyliving.pepsico.com**. Once complete, fax it to Healthy Living at 1-855-321-2746.
- 4. Schedule your screening at an onsite clinic if available where you work. Be sure to take the Physician Form with you; download it from the homepage of healthyliving.pepsico.com. Once complete, fax it to Healthy Living at 1-855-321-2746.



Wellness Questionnaire

Completing your Wellness Questionnaire^{***} is easy, and you can do it at any time of the day or night: Go to healthyliving.pepsico.com > Wellness Questionnaire. Or go to MyPepsiCo.com > Pay, Benefits and Career > Total Rewards > Wellness > Wellness Questionnaire.

Follow the prompts, submit your answers, and review your Personal Scorecard with a personalized action plan, summary page of your health and suggestions on next steps.

Your Personal Information Is Confidential

Rest assured that Federal Health Information Privacy laws protect your results. PepsiCo uses third-party administrators and wellness partners, including Anthem Blue Cross and Blue Shield, UnitedHealthcare, Healthyroads, Optum, Summit Health and Quest Diagnostics, to administer programs like Healthy Living, Care Management, and the WS and WQ. While our administrators and partners have access to your individual data and health status information, PepsiCo receives only aggregate (not personal or individual) health data to make decisions about our health plans and tools.

*Healthy Living Wellness Screening data from an annual physical must be completed and submitted between January 1 and September 30 of the same year to be eligible for Healthy Living Rewards. **Please note:** A Department of Transportation (DOT) physical is not considered an annual physical for purposes of collecting Wellness Screening data for Healthy Living Rewards.

**Any physician charges for completing the form are your responsibility.

***Our wellness partner Healthyroads refers to the Healthy Living Wellness Questionnaire (WQ) as the Personal Health Assessment (PHA).





Dig Deeper

Let's take a closer look at each component of your screening: how it's done, what it measures and why it's important.

Wellness Screening Components

Cholesterol	Blood Glucose			
A health professional will:				
Stick your finger to get a few drops of your blood to analyze. You don't have to fast.	Same as cholesterol: stick your finger.			
This action measures:				
Your levels of different types of cholesterol, or "lipids." These are substances that help the body form cell membranes, hormones and vitamin D.	Your levels of glucose, the main sugar in the blood that provides the energy you need every day.			
It's important to know these numbers because:				
Unhealthy cholesterol levels can increase your risk for heart attack and stroke.	High or uncontrolled blood glucose levels may lead to diabetes, which, if left uncontrolled, can damage your heart, eyes, kidneys and nerves.			



Blood Pressure	Body Mass Index (BMI)	
Apply a blood pressure cuff to your arm to take your blood pressure.	Measure your weight, height and waist circumference.	
The force the blood exerts on artery walls when the heart contracts (systolic) and relaxes (diastolic).	Your weight in relation to your height. BMI indicates if you are normal weight, overweight or obese.	
The higher your blood pressure, the greater your risk for heart disease, kidney disease, stroke, eye damage and hardening of the arteries (arteriosclerosis).	Being overweight or obese is a primary risk factor for hypertension (high blood pressure), high cholesterol, type 2 diabetes, coronary heart disease, stroke, certain types of cancer (e.g., breast, colon) and other serious diseases.	





Understand the Numbers

The table below shows which ranges are considered to be healthy, a moderate health risk or a high health risk.

Wellness Screening Ranges

Total Cholesterol	Blood Glucose (Fasting is optional)		Blood Pressure	Body Mass Index		
	Fasting	Non-Fasting	Pressure	maex		
Healthy						
Desirable Lower than 200 mg/dL	Normal 70-99 mg/dL	Normal 70-139 mg/dL	Normal Systolic: lower than 120 mmHg and Diastolic: lower than 80 mmHg	Normal Lower than 25		
Moderate Health Risk						
At risk 200-239 mg/dL	Pre-diabetes 100-125 mg/dL	Pre-diabetes 140-199 mg/dL	Pre-hypertension Systolic: 120-139 mmHg and Diastolic: 80-89 mmHg	Overweight 25-29.9		
High Health Risk						
High-risk 240 mg/dL or higher	Diabetes 126 mg/dL or higher	Diabetes 200 mg/dL or higher	Hypertension Systolic: 140 mmHg or higher and Diastolic: 90 mmHg or higher	Obese 30 or higher		





Review Your Results

Turning info into action puts you in control. Once you know the results from your WS, you can enroll in wellness coaching. You'll be amazed at how quickly a few small daily changes can deliver big results through healthier eating, more exercise, stress reduction and working toward living tobacco-free. To enroll in wellness coaching, call **1-855-PEP-1117** or go to **healthyliving.pepsico.com**. If your results indicate a more serious health risk, you should share them with your doctor and schedule an appointment to discuss your health.

Your results will be confidentially shared with your medical plan carrier. This way, if you are working with a Health ACE nurse as part of the Care Management Program, he or she will have a holistic picture of your health. This information will enable your nurse to most effectively partner with you and the wellness programs.



Care Management Connection

If your WS results for three or more metrics are in the high health risk range on page 6, or two or more metrics are in the ranges listed below, you will receive a call from a Health ACE nurse as part of the Care Management Program. Your nurse will help get you on the right path, find an in-network doctor and more.

- Total Cholesterol: >300
- Blood Glucose:
- —126 and over (fasting)
- -200 and over (non-fasting)
- Blood Pressure: 160/100 and over
- Body Mass Index: >40







Who Couldn't Use an Extra \$300?

As an added benefit, you **and** your covered spouse/partner*can each earn up to \$300 in Healthy Living Rewards!

• \$200 for completing both the WQ and WS by September 30, 2015.

• \$100 for having at least three out of four WS results within the *healthy* and/or *moderate* health risk range. If two or more of your results are in the high health risk range, you can complete four telephonic coaching calls to earn the reward.^{**} Coaching calls must be completed by November 30, 2015.



Reward Payment Method and Timing

The timing and payment of your Healthy Living Rewards depend on your medical plan election. After you complete your WS and WQ (and telephonic coaching if required) and are enrolled in the:

- Healthy Advantage Option, you'll receive your Healthy Living Rewards on a tax-free basis in the form of an HSA contribution within eight weeks. Be sure to open your HSA by December 16, 2015 so you don't forfeit your money.
- Core Plus Medical Option or an HMO (or if you waive coverage), you'll receive a Healthy Living Reward Card within six weeks. The Reward Card will be treated as taxable income.

*Healthy Living Rewards apply to employees who are eligible for PepsiCo benefits and their spouses/partners enrolled in the PepsiCo medical plan. Employees covered under a collective bargaining agreement (CBA) that restricts changes to benefits and/or contributions are not eligible unless the CBA specifically indicates.

¹⁷PepsiCo is committed to helping you achieve your best health status. If you are unable to complete the telephonic coaching sessions required for a reward under this wellness program, you may qualify for an opportunity to earn the same reward by different means. Call Healthy Living at 1-855-PEP-1117, and a representative will work with you (and, if you wish, with your doctor) to find a reasonable alternative.



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Now You Know, Go Focus on You!

With a clearer picture of your health, you can make that first step and start to feel stronger, healthier, more energized and focused today. Give yourself time to focus on YOU. Get started by checking off two important items from your to-do list: the WS and the WQ. Then turn what you learn into day-by-day routines so you can be "A little bit better every day!"