

A photograph of a man and a woman hiking together in a forest. The man is in the foreground, wearing a grey t-shirt and an orange backpack, looking off to the side with a smile. The woman is behind him, wearing a pink t-shirt and a black backpack, also smiling. The background is a soft-focus green forest.

# Wellness Screening and Questionnaire



[healthyliving.pepsico.com](http://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, waist circumference and body mass index (BMI). It takes as little as 15 minutes to complete.
- **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. **Wellness 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 **1-855-623-9355** or register online at **my.questforhealth.com**. Online registration key: healthyliving. Then enter your GPID (or GPID + S for your spouse) and date of birth to create a user name/password. 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**. Keep a copy of your form for your records.
- 4. Schedule your screening** at an Employee Health and Wellness Center, staffed by Johns Hopkins clinicians, 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, employees can go to **MyPepsiCo.com > Pay, Benefits and Career > Total Rewards**.

Remember that your covered spouse must register separately on **healthyliving.pepsico.com** to take the WQ and earn rewards. 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, Quest Diagnostics, Kurbo and Livongo, 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 March 31 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
<b>A health professional will:</b>	
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.
<b>This action measures:</b>	
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.
<b>It's important to know these numbers because:</b>	
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) and Waist Circumference*
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 and waist circumference indicate 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.

\*Waist circumference is a new screening component for 2017. Results will be used to determine eligibility for Healthy Living Rewards. Either BMI or waist circumference may be used depending on your individual circumstances and medical recommendation.





## 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/ HDL Ratio	Blood Glucose (Fasting is optional)		Blood Pressure	Body Mass Index	Waist Circumference
	Fasting	Non-Fasting			
<b>Healthy</b>					
<b>Normal</b> Lower than 3.5	<b>Normal</b> 70-99 mg/dL	<b>Normal</b> 70-139 mg/dL	<b>Normal</b> Systolic: lower than 120 mmHg and Diastolic: lower than 80 mmHg	<b>Normal</b> 18.5-24.9	Male: Less than 41 inches Female: Less than 36 inches
<b>Moderate Health Risk</b>					
<b>At risk</b> 3.5-4.9	<b>Pre-diabetes</b> 100-125 mg/dL	<b>Pre-diabetes</b> 140-199 mg/dL	<b>Pre-hypertension</b> Systolic: 120-139 mmHg or Diastolic: 80-89 mmHg	<b>Overweight</b> 25-29.9	N/A
<b>High Health Risk</b>					
<b>High-risk</b> 5.0 or higher	<b>Diabetes</b> 126 mg/dL or higher	<b>Diabetes</b> 200 mg/dL or higher	<b>Hypertension</b> Systolic: 140 mmHg or higher or Diastolic: 90 mmHg or higher	<b>Obese</b> 30 or higher	Male: 41 inches or more Female: 36 inches or more





## 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](https://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

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

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## Who Couldn't Use an Extra \$300?

As an added benefit, you **and** your covered spouse\* can each earn up to \$300 in Healthy Living Rewards! That's money you can use this year to help pay for your prescription drugs and doctor visits, or you can save it for future health care expenses.

- **\$200** for completing both the WQ and WS by March 31, 2017.
- **\$100** for having at least three out of four WS results within the *healthy* range. If two or more of your results are not in the healthy range, you can complete four telephonic coaching calls to earn the reward.\*\* Coaching calls must be completed by November 30, 2017.

**New to PepsiCo?** You can earn the Healthy Living Rewards too! You must complete the steps within 90 days of your hire date or by November 30, 2017, whichever comes first.



## 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. **Important: If you do not open your HSA by December 13, 2017, you will 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 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.*

*\*\*PepsiCo 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.*



## 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!"