

Empowering YOU

YOUR
CONNECTION
TO HR NEWS



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We Have a Winner!

Congratulations to Travis Toth, HSE Quality Risk Manager from Northampton, PA, for winning the Open Enrollment “Hide and Seek” contest! Travis correctly identified and located all five bricks hidden in the 2013 Open Enrollment Guide. His was the first name drawn from the correct entries we received. Travis will be awarded an intelligent water bottle and a multifunctional heart rate and calorie monitor watch.

Thank you to all who entered and provided feedback on the 2013 Open Enrollment Guide.

Speaking of feedback, we gathered and reviewed all of the input you provided and will use this information to help enhance the Open Enrollment materials for the upcoming year. Here's what we learned:

- **You like the Guide.** Over 97 percent of respondents found this year's Open Enrollment Guide helpful.
- **You still want to get it in print.** While we're using a variety of ways to communicate with you during Open Enrollment, including newer media such as the Internet and email, 69% of you still prefer a print copy.

We'll keep in mind all the comments we received as we begin planning for the 2014 Open Enrollment Guide.

Air Liquide HR Connect

Your Anywhere, Anytime Source for the Latest Benefits

Built with you in mind, the Air Liquide HR Connect Web app puts you in control of your benefits information. It gives you quick and easy access to benefits information in the office or “on the go” — from any PC, tablet or smartphone. The app is your direct connection to enrollment materials, newsletters, videos, benefits administrator contacts and more.

We've loaded the Web app with popular features, including free mobile apps, instructions on how to obtain identification cards, customer service contacts and a wealth of well-being information. Under the Medical tab, you'll find all the Summary of Benefits and Coverage (SBC) documents in one convenient spot. You can even use the app's calendar to keep track of upcoming health-related events and activities.

We aren't finished yet, so “come build with us!” We plan to continually enhance the site. Check back often for new and exciting additions.

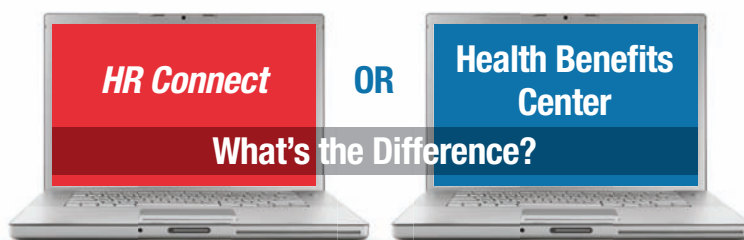
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AIR LIQUIDE

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With so many benefits resources available, it's sometimes hard to know which one to use when you're looking for information. Both *HR Connect* and the Air Liquide Health Benefits Center provide helpful health and welfare benefit information and resources, but each has its own features and tools that make it the best place to look for certain benefit and wellness topics. The chart below highlights which site to use for the most popular benefits topics.

	<i>HR Connect</i>	Air Liquide Health Benefits Center
IF YOU...	YOU SHOULD USE...	
Need to enroll in health and welfare benefits		●
Access health and welfare benefits information from your smartphone or tablet	●	●
Want to compare medical plans or use other enrollment decision support tools		●
Experience a life event change		●
Your spouse or dependent needs to access Air Liquide health and welfare benefit information without a username or password	●	
Want to quickly find information on upcoming Air Liquide events	●	
Need to assign or change a beneficiary for your life insurance benefits		●
Want to find out more information about the Retirement plans Air Liquide offers	●	●

For your convenience, the above-referenced information is also available on Insite.

Health Care Reform Update

Health Care Reform is one of the largest pieces of legislation in recent history. Some provisions of the law are already in place, others will become effective in the near term, and still others won't be implemented for years to come.

You learned about the 2013 Health Care Reform changes impacting your benefits during Open Enrollment. Rest assured, we'll continue to closely monitor Health Care Reform decisions and their impact for 2014 and beyond.

To keep you informed and prepared, we'll communicate Health Care Reform updates in newsletters and other communications throughout the year.

Where to Start

When It Comes to Your Medical Benefits Information, You Have Three Options

Air Liquide provides three useful, but very different, resources for information about your medical benefits:

- **Benefits Guide** — You're probably most familiar with the Benefits Guide (Open Enrollment Guide). It's mailed to your home each year before Open Enrollment and available year-round on the Health Benefits Center Web site and on *HR Connect*. It offers a high-level overview of your benefits and highlights the changes for the upcoming year.
- **Summary of Benefits and Coverage (SBC)** — The Summary of Benefits and Coverage (SBC) is new this year. As required by Health Care Reform provisions, the SBC is a standard, easy-to-understand reference you can use to compare medical plan options. Access the SBC on *HR Connect* by clicking the Medical tab then choosing your medical plan.
- **Summary Plan Description (SPD)** — The Summary Plan Description (SPD) is a more comprehensive benefits document that details the plan provisions, how it works and your rights. You'll find information about when benefits begin, when and how benefits are paid and how to file a claim. You can access SPDs on the Health Benefits Center Web site.

Get to Know Our Wellness Partners

Best Doctors, Alere and Healthways

Air Liquide offers a wide range of wellness programs, including those offered through Best Doctors, Alere and Healthways. These programs are beneficial to your overall health and are provided to you at *no additional cost*. We partner with these wellness program providers because of their expertise and their commitment to health information privacy. Throughout the year, you may receive information from any of these wellness programs with benefit-specific information related to you and your family. Be sure you read through these materials and take advantage of the benefits and programs they offer.



When it comes to medical advice, **Best Doctors** is like a second opinion — only better — because you'll get answers from top-rated specialists who'll evaluate your case from every angle and deliver a personalized expert report. The program provides you with access to expert medical consultations for anything from a minor surgery decision to serious issues such as cancer, heart conditions and more. It helps you and your treating physicians determine the most accurate diagnosis and treatment possible while eliminating unnecessary procedures and reducing healthcare costs. Call **1-866-904-0910** or visit **www.bestdoctors.com/members** for more information. You can also access Best Doctors through *HR Connect*.



If you or a family member has a chronic condition, such as asthma, coronary artery disease (CAD), chronic obstructive pulmonary disease (COPD), diabetes or heart failure, the **Alere** Disease Management program can provide personalized support and information. The program's nurses, dietitians, specialists and health coaches are there to help you understand your condition, follow your doctor's orders and learn ways to improve your quality of life.

The program is available at no cost to you and is conveniently accessible by phone or online. In addition, the \$5 copay for generic diabetes medications, such as insulin, test strips, and other oral medications prescribed for the treatment of diabetes, will be waived for individuals who participate in the Alere diabetes program regularly. To learn more, call **1-888-376-1518**.



A key step to participating in the wellness incentive program is taking the **Healthways Well-Being Assessment™ (WBA)** and also seeing your physician for a routine physical exam or biometric screening. Learn about your current health status *and* earn incentives!

Complete the WBA
(Earn \$250)

THEN

Complete a biometric screening or routine physical
(Earn \$250)

That's up to \$500 in incentives!

The WBA takes less than 15 minutes to complete online, and routine physicals are 100% covered — so there's no excuse for not taking advantage of this opportunity. Call **1-866-820-5247** or go to **https://airliquide.embrace.healthways.com** to take the WBA now. You can also access the WBA through *HR Connect*.

CVS Step Therapy

Lower Cost for the Most Effective Medications

To help get the lowest cost for the most effective medication, CVS Caremark has introduced **Step Therapy**. Step therapy encourages you to try a generic or preferred select brand version of a medication used to treat your condition before covering a non-preferred brand.

Here's how it works:

Your doctor prescribes a medication to treat a condition.

There are three types of medication used to treat this condition:

- Generic
- Preferred Select Brand
- Non-Preferred Brand

STEP 1: Generics

If you first choose the generic, the amount you pay will be lower. If you try the generic and it's not right for you, you'll move to step 2.

STEP 2: Preferred Select Brand

If no generic is available or the generic you tried didn't work for you, your next option is a preferred select brand medication. If the preferred select brand isn't right for you, you'll go to the next step.

STEP 3: Non-Preferred Brand

If neither the generic nor preferred select medication works for you, the plan will cover a non-preferred brand medication to treat your condition. However, if you choose the non-preferred brand medication before first trying the generic or preferred select brand version, the non-preferred brand won't be covered and you'll be responsible for the full cost of the medication.

The preferred select brand is determined by clinical effectiveness based on FDA-approved indications, lowest net cost and/or shortest remaining patent life.



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FIRST-CLASS
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We Have a Winner!

Look inside to see if you
won the Open Enrollment
“Hide and Seek” contest.



Participant Advocacy

Help When You Need It

Making sense of health care claims and billing can be challenging. It's good to know you have a resource in your corner to help — the Participant Advocacy team. This group of Air Liquide Health Benefits Center representatives have extensive health care experience. They're just a phone call away and can help resolve and research issues or claims on your behalf.

Call the Air Liquide Health Benefits Center at **1-800-964-8826** to learn more.

MetLife Services Extend Beyond Life

Similar to life insurance, a carefully executed Will, combined with a Power of Attorney, are important documents to have when life events occur and immediate decisions have to be made. If you enrolled for Supplemental Life Insurance coverage, you have access to Hyatt Legal Plans' network of attorneys through MetLife. Will Preparation and MetLife Estate Resolution Services are also offered at no additional cost to you. This can help alleviate the financial and administrative burden during this time of need.

To learn more, call MetLife at **1-800-821-6400** or go to **www.metlife.com/mybenefits**. You can also contact the Air Liquide Health Benefits Center at **1-800-964-8826** or online at **www.airliquidehealthbenefits.com**.

Have You Been Helped by the Alere Disease Management Program?

We're looking for testimonials from employees and family members enrolled in the Alere Disease Management Program who would like to share their story of success in future newsletters. If that's you, email **HR.Benefits@AirLiquide.com**.

Attention All Employees

The 2012 PDS Will Be the Last One on Paper...

...Because for 2013 and going forward, you'll be using the new Talent Management System!

In the 2010 and 2012 Employee Engagement Surveys, you expressed concern around having clear objectives and an easier performance review tool. We listened, and for 2013 and beyond, you'll no longer be chasing paper, because you're invited to use this new, online system starting in March that drives objective setting and performance reviews.

For more information, talk to your manager or reach out to your Human Resources Business Partner.