

DECEMBER 2011

New Tools for a New You *in 2012*

The Achieving Better Health Program supports your goals for health and well-being

ACHIEVING BETTER
HEALTH

Beginning January 3, 2012, you can make positive changes in your health and well-being through our enhanced wellness incentive available to Air Liquide benefit-eligible employees and their spouses.

By participating in The Achieving Better Health Program, Air Liquide hopes that you can improve the quality of your life and possibly reduce costs associated with your health care.

The program offers:

- The Well-Being Assessment™ (WBA) – a confidential questionnaire available to eligible employees and their spouses for identifying health risk factors and lifestyle behaviors (available January 1, 2012). You can earn \$250 by completing the WBA.
- A web-based plan for well-being, tailored to help you reach your healthy best
- Personal health coaching (for those who qualify)
- Support if you are currently living with a health condition (for those who qualify)
- Online fitness, nutrition and stress management plans that promote healthy behaviors
- Resources for quitting tobacco
- Opportunity to earn another \$250 for participating in a biometric screening or physical exam with your doctor

To learn more about the Achieving Better Health Program on or after January 3, 2012, visit <https://airliquide.embrace.healthways.com> or call 1-866-820-5247 during the hours of 8 a.m. – 12 a.m., Eastern Time, Monday through Friday, and 8 a.m. – 9 p.m., Eastern Time, on Saturday.

Privacy Protected

While Air Liquide receives details on the number of individuals participating in the various health and wellness programs offered, specific individual information is never reported back to Air Liquide. Your privacy is protected. This is not just a promise, it's the law.

HIPAA, which stands for Health Insurance Portability and Accountability Act of 1996, protects employees' personal medical information known as PHI (Protected Health Information). PHI is information about your physical or mental health that can be associated directly with you. It also includes your demographic information and information about your payment for health care services.

Air Liquide is required to maintain the privacy of your PHI. However, there are certain circumstances under which Air Liquide can disclose your PHI without your permission. To learn more about HIPAA, the maintenance of your PHI privacy, as well as how and when Air Liquide may disclose your PHI, go to the Air Liquide Health Benefits Center Web site at www.airliquidehealthbenefits.com and read the Notice of Privacy Practices.



Mail Delivery of Your Newsletter

Some of you have been asking why Air Liquide sends wellness newsletters to your home rather than just posting them solely to our Web site or sending them as an attachment in an e-mail. We opt for snail-mail because we're not just communicating to you but your whole family.

Naturally, we want our employees to be healthy. Our company is stronger by having healthy employees who are at the top of their game and actively working. But the health of your dependents is important to us, too. We don't want them to miss out on communications that could help them to achieve and maintain good health.

If you'd like to look at our newsletters online, you can find this issue and past issues at the Air Liquide Health Benefits Center Web site at www.airliquidehealthbenefits.com (username and password required to access site). And feel free to pass the newsletter on to your loved ones. Share the health!



New Reminders for the New Year

With the 2012 Open Enrollment behind us and the end of year fast approaching, keep in mind the following important reminders:

- Employees enrolled in the UHC PPO plan will be changing networks in 2012 to the UHC Choice Plus Network. New medical ID card(s) will be delivered to these employees in early January. In the meantime, you can call or log onto the Air Liquide Health Benefits Center to secure temporary ID cards.
- The restructured Wellness Incentive Program for 2012 offers a \$250 incentive for completing the new Well-Being Assessment™ and another \$250 for participating in a biometric screening or physical exam. You can access the WBA online at <https://airliquide.embrace.healthways.com>.
- Employees who enrolled in a Flexible Spending Account (FSA) for 2012 will receive a welcome packet at the beginning of the new year. If you enroll in the FSA, you will be given the option to receive a debit card. This debit card serves as a convenient payment option for charging eligible health care expenses. Eligible expenses include health insurance deductibles, copays for prescription drugs and office visits, prescription glasses/contact lenses and supplies, dental procedures, and hearing aids. For more information on the FSA and eligible health care expenses, visit www.airliquidehealthbenefits.com.
- If you are currently enrolled in the FSA for 2011, please note that you have until March 15, 2012, to use your 2011 FSA dollars or those funds will be forfeited.
- In 2012, you now have the option of having your maintenance prescriptions delivered to your home via the CVS Caremark Mail Order Program or at a CVS retail pharmacy. This benefit requires that you fill your maintenance prescriptions through the CVS Caremark Mail Order Program or at a CVS retail pharmacy. If you elect not to participate in this program, you will be responsible for the full price of the drug with no coinsurance applied.

Performance Development System Upgrade

The employee engagement survey provided excellent information on topics that are important to employees, especially in terms of the link between performance and rewards.

With the employee feedback in mind, the Performance Development System (PDS) has been enhanced to provide employees with a clearer understanding of their performance so they can address gaps and capitalize on strengths.

PDS will now be based on a 5-level performance rating system – Performance Rating of “A” based on Superior Performance through a Performance Rating of “E” for Unsatisfactory Performance.

The new 2012 PDS tool has been modified in order to establish clearer objectives, implement global and standard competencies, recognize an employee's strengths and developmental needs, and identify actions needed for career growth and advancement. From the new tool, employees should have a better understanding of the expectations for performing successfully in their position.



Understanding Diabetes

Diabetes mellitus (MEL-ih-tus), or simply, diabetes, is a group of diseases characterized by high blood glucose levels that result from defects in the body's ability to produce and/or use insulin — a hormone that helps the body convert glucose (blood sugar) into energy.

There are three main types of Diabetes:

- Type 1
- Type 2
- Gestational

Type 1 diabetes is usually diagnosed in children and young adults. In type 1 diabetes, the body does not produce insulin. Only 5% of people with diabetes have this type. Insulin therapy and other treatments allow people with type 1 diabetes to manage their condition and live long, healthy lives.

Type 2 diabetes is the most common form of diabetes. Millions of Americans have been diagnosed and many more are unaware they are at high risk. In type 2 diabetes, either the body does not produce enough insulin or the cells ignore the insulin. People at the highest risk for type 2 diabetes are those who:

- are over age 45
- have a family history of diabetes
- are overweight
- do not exercise regularly
- have high blood pressure or high triglycerides.

Diabetes

Diabetes is a chronic condition characterized by high blood sugar levels. Insulin is the hormone that regulates glucose in the blood. Without enough insulin, glucose builds up in the blood, leading to chronic conditions that can damage the body.

You can prevent or delay the onset of Type 2 diabetes through a healthy lifestyle. Improve your diet, increase your level of physical activity, and maintain a healthy weight to reduce your risk of diabetes.

Gestational diabetes can develop in women during pregnancy — usually around the 24th week. It is estimated that gestational diabetes affects 18% of pregnancies. Though the cause of gestational diabetes is not fully understood, it is likely to be the result of hormones from the placenta that block the action of the mother's insulin in her body. It's important to follow your doctor's advice regarding blood glucose (blood sugar) levels during pregnancy to keep both mom and baby healthy.

Source: www.diabetes.org, <http://www.gallup.com/poll/123887/>



Air Liquide Diabetes Disease Management Program

The occurrence of diabetes in the U.S. is increasing. If current trends continue, 15% of American adults — or more than 37 million Americans — will be living with diabetes by the end of 2015. Air Liquide is meeting the increasing need for Diabetes treatment.

Through a partnership with Alere, Caremark offers a telephonic diabetes disease management program. This program is available through Pharmacy Advisor. You will receive a welcome letter that introduces Pharmacy Advisor and provides you with access to the diabetes disease management team through a unique 800 number.

As an added benefit, the \$5 generic copay is waived for generic diabetes medications for the diabetic patients who participate regularly in the disease management program.





AIR LIQUIDE

Air Liquide USA LLC
2700 Post Oak Boulevard
Suite 1800
Houston, TX 77056

Presorted
Standard
U.S. Postage

PAID

XXXXXXXXXX
XXXXXXXXXX

Health Fairs Increase Employee Understanding and Healthier Living

In October of this year, Air Liquide held more than 9 health fairs at Air Liquide locations across the country. These health fairs provided Air Liquide employees with access to Air Liquide HR benefit professionals and invited health care vendors. Employees in attendance learned more about their Air Liquide benefits and how our health care partners can assist them in reaching their health and wellness goals.

Feedback from employees who attended has been positive. Becky Raphial, who attended in Plumsteadville, PA, encouraged others to participate in the future.

“Do it! You can learn so much...about the company benefits, about your health, and about you! Take advantage of the resources the company is providing to you because they put a lot of thought into providing you with these services.”

In addition to the information provided, employees also had the opportunity to complete a biometric screening. These screenings provide each employee with details on their cholesterol, triglycerides, glucose, and blood pressure levels as well as their Body Mass Index (BMI).

For 2012, you can receive a \$250 incentive for completing the new Well-Being Assessment™ and another \$250 for participating in a biometric screening or physical exam.

Becky Raphial took the biometric screening and the results immediately pushed her to take action.

“My bad decisions for the past couple of years caught up with me to the point that I could be risking my life!” she said from reviewing her screening results. “The very next day, I made a major lifestyle change. I decided to re-become the owner of my own metabolism and I have successfully lost 20 pounds.”

She credits this health change to smarter food selection and the health fair.

“If it wasn’t for my participation in the health fair biometrics screening process, I would still be living in denial today.”

Air Liquide has conducted health fairs in the past and beginning in 2011 we will continue to offer them annually. While it’s not feasible to host a health fair at every Air Liquide location, Air Liquide conducts them at various locations across the country in attempt to reach as many employees as possible.