

October, 2011

Dear Participant,

In 2012, the Welfare Plan will continue to offer incentives to those participants who make the step towards living healthier lives.

You have the opportunity to earn \$50 in your Value Bank when you and/or your eligible spouse complete any of the following and send proper proof of completion, along with a completed "Value Bank Incentive Request Form" to the Plan Office:

- Member and/or spouse attend an approved Highmark Community Program. An Instructor Sign-Off Sheet must be submitted to earn the incentive. Members may only earn one incentive per year and spouses may only earn one incentive per year.
- Member and/or spouse attend the smoking cessation program "Clear the Air" (a Highmark Community Program). An Instructor Sign-Off Sheet must be submitted to earn the incentive. Members may only earn one incentive per year and spouses may only earn one incentive per year.
- Men age 50+ have a prostate exam. All pages of the Explanation of Benefits (EOB) from Highmark must be submitted to earn the incentive.
- Men age 50+ have a colorectal cancer screening. All pages of the Explanation of Benefits (EOB) from Highmark must be submitted to earn the incentive.
- Women age 40+ have a gynecological exam. All pages of the Explanation of Benefits (EOB) from Highmark must be submitted to earn the incentive.
- Women age 40+ have a mammogram. All pages of the Explanation of Benefits (EOB) from Highmark must be submitted to earn the incentive.
- Women age 50+ have a colorectal cancer screening. All pages of the Explanation of Benefits (EOB) from Highmark must be submitted to earn the incentive.

All incentives offered must have occurred while eligible and incurred under the Iron Workers Welfare Plan of Western Pennsylvania.

The Plan Office must receive proper proof, along with the Value Bank Incentive Request Form, within **three months** of the date in which the incentive requirement was completed. If the Plan Office does not receive your request within the three month period, you will not receive the \$50 incentive.

Call the Plan Office for information on the approved Highmark Community Programs and their locations, an Instructor Sign-Off Sheet or the Value Bank Incentive Request Form, or visit our website at www.ironben.com.

If you have any questions regarding this information, please feel free to contact the Plan Office. Wishing you a healthy 2012.

Iron Workers Welfare Plan
of Western Pennsylvania