

2017 HEALTHY BEHAVIOR REWARDS

PROGRAM CATALOG

BENEFITS-ELIGIBLE U.S. HDMC AND HDDS
REGULAR EMPLOYEES (NON-CASUAL)

Participate for your health and earn points for rewards!



QUALIFYING ACTIVITY
Biometric Screening



QUALIFYING ACTIVITY
Personal Health Assessment



250 POINTS
Health Improvement



225 POINTS
Prevention



200 POINTS
Education



250 POINTS
Well-being

2017 HBR PLAN YEAR:

September 1, 2015 – August 31, 2016

KICKSTART



Go further. Live longer.

WHAT'S NEW WITH HEALTHY BEHAVIOR REWARDS?

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For the past few years, Harley-Davidson has offered the Healthy Behavior Rewards program as an incentive to encourage our employees and their dependents to maintain or improve their health and well-being, and we are seeing positive results. However, there are still opportunities to improve. We are keeping the momentum going and continuing our commitment to support tools and resources that help you maintain your good health or meet your health improvement goals by making some updates to the HBR program.

Here's a look at what's new for the 2017 HBR plan year:

Our new partner, Asset Health

We are pleased to introduce Asset Health® as our new wellness program administrator. With the transition to Asset Health you will:



- **ENJOY AN IMPROVED EXPERIENCE** when you access the new Healthy Behaviors Rewards website and interact with customer service or a health coach.
- **GO TO A NEW WEBSITE** – A simple, easy to use access point for all of your incentive tracking, health data and resources. For first time visitors, your Username is your last name + first initial + month and day of birth (mmdd) and your password is your last name + last 5 digits of your Social Security Number (no spaces, all lower case).
The new website www.assethealth.com/h-d will be available after October 1, 2015. Your past HBR data will still be viewable on the healthyroads.com website until December 31, 2015, if you want to download your personal information for your own records. After this date, your full biometric screening history and 2016 HBR plan year activity data will be available on the Asset Health website. Activity history prior to the 2016 HBR plan year and PHA health information will not be transferred.
- **INTERACTIVE / MULTI-MEDIA ONLINE COURSES** – Choose from a variety of consumer, benefit and health-related topics. Onsite opportunities will be available as well.
- **ENHANCED CHALLENGES** including individual and team options and points uploaded directly from challenge completion.
- **RECEIVE PERSONALIZED E-STATEMENTS** directly to your email letting you know how you're doing on your HBR goals.

New points requirement for full HBR

To earn the maximum Healthy Behavior Reward, you must complete a biometric screening, an online Personal Health Assessment and accrue at least

600 points by the deadline of August

31, 2016. Harley-Davidson strongly encourages you to be proactive about your health and strive to earn points in the Health Improvement category. However, even if you do not earn any Health Improvement points, you can still reach at least 600 points through a variety of activities in the Prevention, Education and Well-being categories.



Domestic partner participation

As of January 1, 2016, domestic partners and children of domestic partners are no longer eligible for coverage in a Harley-Davidson medical plan and therefore are no longer eligible to participate in Healthy Behavior Rewards.

Additional Point Updates

- If you do not reach the 600 point level, you can still qualify for half the reward with at least 300 points (including PHA and Biometric Screening)
- Increased points maximum for Prevention, Well-Being and Education categories
- Increased points opportunities for online and now onsite courses
- Points rewarded for all flu shots, not just onsite
- Adjusted points maximum for preventive medical exams, fitness activity and healthy nutrition to promote a variety of activities within the category and among all categories

QUALIFYING ACTIVITIES AND TRACKING POINTS

QUALIFYING ACTIVITIES

TRACKING METHOD

COMPLETED?

POINTS EARNED



Biometric Screening

Biometric screenings can be completed onsite during the summer of 2016 or by submitting a Physician-reported Biometric Screening form for screenings between **September 1, 2015 and August 31, 2016**.

Vendor File Feed or
Physician-reported
Biometric Screening form



N/A



Online Personal Health Assessment

Online Personal Health Assessments taken **between June 1, 2016 and August 31, 2016 only** will qualify.

Asset Health



N/A



Points-Eligible Healthy Activities

To get at least **600 points** for the maximum reward, mix and match activities across all four categories below.

CATEGORY	TRACKING METHOD	POINTS	MAX POINTS ALLOWED PER YEAR	POINTS EARNED
LINE A HEALTH IMPROVEMENT CATEGORY TOTAL (Category annual maximum is 250 points) >>				
Triglycerides Less than 150 mg/dL	Asset Health	50 for healthy range in Time 1 or Time 2 ¹ OR 50 for minimum 5% improvement from Time 1 to Time 2 ¹	50	
HDL 60 mg/dL or above	Asset Health	50 for healthy range in Time 1 or Time 2 ¹ OR 50 for minimum 5% improvement from Time 1 to Time 2 ¹	50	
LDL Less than 100 mg/dL	Asset Health	50 for healthy range in Time 1 or Time 2 ¹ OR 50 for minimum 5% improvement from Time 1 to Time 2 ¹	50	
Blood Pressure Less than 120/80 mmHg; Must meet both systolic and diastolic	Asset Health	50 for healthy range in Time 1 or Time 2 ¹ OR 50 for minimum 5% improvement from Time 1 to Time 2 ¹	50	
Glucose Less than 100 mg/dL if fasting or less than 140 mg/dL if non-fasting	Asset Health	50 for healthy range in Time 1 or Time 2 ¹ OR 50 for minimum 5% improvement from Time 1 to Time 2 ¹	50	
LINE B PREVENTION CATEGORY TOTAL (Category annual maximum is 225 points) >>				
Preventive Exams	Vendor File Feed ²	75	150	
Dental Exam	Vendor File Feed ²	25	25	
Vision Screening	Vendor File Feed ²	25	25	
Flu Shot	Vendor File Feed ²	25	25	
LINE C EDUCATION CATEGORY TOTAL (Category annual maximum is 200 points) >>				
Phone-Based Lifestyle Coaching Sessions	Asset Health	100 (4 calls = 100)	100	
Online Courses	Asset Health	25 per completed course, with minimum 80% test result	100	
Onsite Courses	Self-Reported	25 per completed course	100	
LINE D WELL-BEING CATEGORY TOTAL (Category annual maximum is 250 points) >>				
Volunteer Activity	Self-Reported	25 per quarter	50	
Fitness Activity	Self-Reported	25 per quarter	50	
Healthy Nutrition	Self-Reported	25 per quarter	50	
Wellness Challenge	Asset Health	50 per quarter	200	
ADD LINES A – D TOTAL REWARD POINTS FOR 2017				
			Make at least 600 points your goal!	

¹Time 1 is biometric screening data collected during the 2016 HBR plan year (September 1, 2014 – August 31, 2015). Time 2 is biometric screening data collected during the 2017 HBR plan year (September 1, 2015 – August 31, 2015).

²If you are participating in Healthy Behavior Rewards and are not currently enrolled in a Harley-Davidson medical, dental or vision plan, you must submit a completed Preventive Care form by August 31, 2016, to verify that you have had a preventive exam, dental exam, vision screening or flu shot. Visit VIEW at **Compensation and Benefits/ Insurance/ Healthy Behavior Rewards** to download a Preventive Care form.

GIVE YOUR HEALTH A TURBO BOOST, AND GO FOR HEALTHY BEHAVIOR REWARDS!

Healthy Behavior Rewards

Harley-Davidson rewards you for making healthy lifestyle choices when you and your spouse (if applicable) participate in the Healthy Behavior Rewards (HBR) program.

Everyone has unique health needs and situations. The HBR program is designed to allow flexibility so that everyone can be successful! This catalog provides a complete look at what you need to know about the Healthy Behavior Rewards Program, including how to complete the qualifying activities, accrue points and earn your reward.

If you qualify by the deadline (August 31, 2016), you will receive Healthy Behavior Rewards in January 2017 if you are enrolled in an eligible Harley-Davidson medical plan.

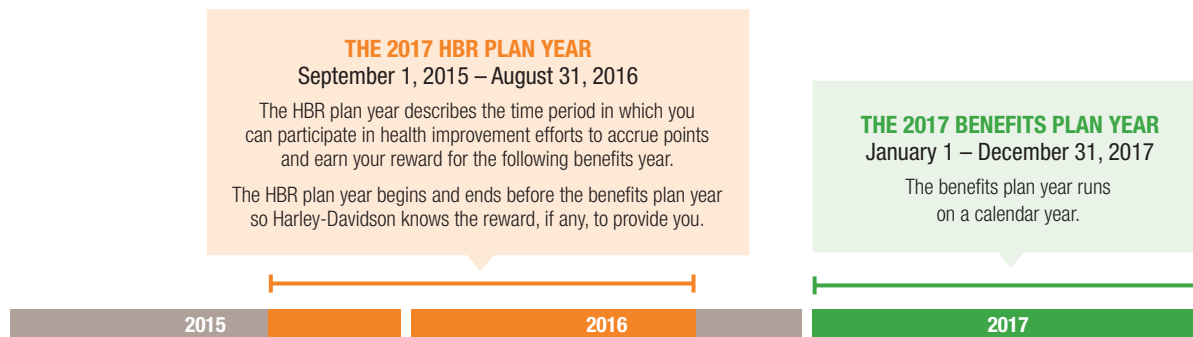
Who is Eligible?

All benefits-eligible U.S. HDMC and HDDS regular employees and their spouses are eligible to participate in the Healthy Behavior Rewards program. Please note that this does not include H-D Casual employees.

PLEASE NOTE: Eligible employees and spouses who are not currently enrolled in a Harley-Davidson medical plan may participate in the HBR program. Unless you are a new spouse, or a newly hired employee, this is the only opportunity for you to earn rewards for 2017. In order to receive any rewards, you must be enrolled in an eligible Harley-Davidson medical plan in January 2017.

PLEASE NOTE:

If you currently cover (or plan to cover) your spouse under your Harley-Davidson medical plan, your spouse can participate in the HBR program, and you can earn up to double the individual reward!



To be eligible to earn 2017 Healthy Behavior Rewards, you must first complete the qualifying activities by **August 31, 2016**:



BIOMETRIC SCREENING – Harley-Davidson worksite screenings offered during the summer of 2016 or through a Physician-reported Biometric Screening form any time during the HBR plan year.



ONLINE PERSONAL HEALTH ASSESSMENT – available beginning June 1, 2016, at www.assethealth.com/h-d.



ACCRUE AT LEAST 600 POINTS through participation in points-eligible healthy activities to get the maximum reward.

IMPORTANT!

You must complete these qualifying activities for 2017 HBR even if you already completed them for 2016 HBR.

You cannot earn the 2017 reward by **ONLY** accruing points!

IMPORTANT!

Health measures aren't the only way to earn points! Remember: You can earn at least 600 Healthy Behavior Rewards points by participating in the wellness activities in the Prevention, Education and Well-being categories, if you don't earn Health Improvement points. However, we encourage everyone to try to get points from the Health Improvement category.

Harley-Davidson offers the Healthy Behavior Rewards program to help you achieve your best health. The program offers many options for participation, and you can earn all of your points even if you don't get them through the Health Improvement category. If you and your physician feel that you cannot complete the activities in this program due to a health condition, please contact Asset Health at harley-davidson@assethealth.com and we will work with you (and if you wish, your physician) to find an alternate opportunity that is right for you.

QUALIFYING ACTIVITIES



To qualify for Healthy Behavior Rewards, you and your spouse (if applicable) will need to complete a Biometric Screening and an online Personal Health Assessment, in addition to accruing points.

PLEASE NOTE: Even if you accrue enough points, you will not qualify for a reward unless you have also completed these two activities.

BIOMETRIC SCREENING

TRACKING » Vendor File Feed or Physician-reported Biometric Screening form

Qualifying activity; no point value assigned

A biometric screening must include the following:

- Total Cholesterol (mg/dL)
- LDL Cholesterol (mg/dL)
- HDL Cholesterol (mg/dL)
- Total Cholesterol/HDL Ratio
- Triglycerides (mg/dL)
- Blood Glucose (mg/dL)
- Blood Pressure (mmHg)
- Waist Circumference
- Height
- Weight (BMI is calculated from height and weight)

PLEASE NOTE:

Even if you received points from your biometric screening completed during the 2016 HBR plan year, you still have to complete a biometric screening during your 2017 HBR plan year to earn Healthy Behavior Rewards.

You can fulfill the biometric screening requirement in one of two ways:

1 HARLEY-DAVIDSON WORKSITE SCREENING.¹ Biometric screenings will happen at or near Harley-Davidson locations during the summer of 2016.

OR

2 PHYSICIAN-REPORTED SCREENING (through the Physician-reported Biometric Screening form). Lab results collected by your doctor during an annual physical will also be accepted to fulfill this activity. Please note, the results may take up to 30 days before they appear in your Asset Health account. Make sure to request preventive lab work in order to have this covered 100% through in-network providers. The lab results must be from a visit between September 1, 2015, and August 31, 2016. The Physician-reported Biometric Screening form is available on www.assethealth.com/h-d or on VIEW: **Compensation and Benefits/ Insurance/ Healthy Behavior Rewards Program.**

You are responsible for submitting completed forms, signed by your physician, no later than August 31, 2016. Incomplete forms or forms turned in after the deadline will not be accepted.

ONLINE PERSONAL HEALTH ASSESSMENT

TRACKING » Asset Health

Qualifying activity; no point value assigned

The online Personal Health Assessment is designed to measure your current health status so you can set realistic, achievable health-improvement goals. The survey will take about 10-20 minutes to complete, and you will receive a risk score from 0 to 200+. You will also get a Personal Risk Report that provides you with suggestions for improvement.

The online Personal Health Assessment will be offered June 1 through August 31, 2016, on www.assethealth.com/h-d. An assessment completed online during this period only will qualify.



¹Employees and their spouse (if applicable) located outside the area of a facility with onsite biometric screenings should plan to use a Physician-reported Biometric Screening form unless they can attend an onsite screening. No additional vouchers will be provided.

POINTS-ELIGIBLE ACTIVITIES



Activities are organized into four categories: **HEALTH IMPROVEMENT**, **PREVENTION**, **EDUCATION** and **WELL-BEING**.

If you want to earn at least 600 points (and get the maximum reward amount), you'll need to pick activities from more than one category. You can earn more than 600 points, but the maximum reward will remain the same.

PLEASE NOTE: The HBR program puts activities into these categories to better demonstrate the purpose for each activity, and to guide you as you decide how to participate.

Health Improvement Category

CATEGORY ANNUAL MAXIMUM
250 POINTS

HEALTH IMPROVEMENT

TRACKING » Asset Health

50 points per measure; 250 points max per year

The Health Improvement category is based on your own personal biometric data (don't worry—Harley-Davidson does not see your individual numbers). We want to use hard numbers to track your progress—that way, you know exactly where you stand, and you know exactly where to focus to improve your health and earn your Healthy Behavior Rewards points.

HOW TO EARN POINTS

The points you earn in this category are based on your biometric screening data from the previous HBR plan year. So, points will be based on your biometric screening data from the 2016 HBR plan year (September 1, 2014 – August 31, 2015). This data is your baseline.

Points are rewarded for your biometric data in five areas: triglycerides, HDL and LDL cholesterol, blood pressure and blood glucose. For each category, if your biometric measurements are within the healthy range (displayed to the right), you will automatically receive 50 points per measure at the beginning of the HBR plan year. (So, if you had healthy blood pressure measured in your biometric screening taken between September 1, 2014 and August 31, 2015, you would automatically receive 50 Healthy Behavior Rewards points at the start of the 2017 HBR plan year.)

When you add it up, that's a maximum of 250 possible points in this category.

If you don't find yourself in the healthy ranges for one or more of the biometric measures, don't be discouraged! You'll have another biometric screening during this HBR plan year. If your biometric measurements have improved and are in the healthy ranges at that time, you get the full 50 points per measure. If a number is still not in the healthy range, but you've improved the number by 5% or more from your 2016 HBR plan year biometric screening, you'll also get the full 50 points! These results will also serve as the baseline for the following HBR plan year. Please note that the Health Improvement category maximum is set at 50 points per measure, so if you received 50 points for a healthy measurement at the start of the plan year, you won't receive it again.

HEALTHY RANGES

Triglycerides: Less than 150 mg/dL

50 points for healthy range in Time 1 or Time 2 OR 50 points for minimum 5% improvement from Time 1 to Time 2

HDL: 60 mg/dL or above

50 points for healthy range in Time 1 or Time 2 OR 50 points for minimum 5% improvement from Time 1 to Time 2

LDL: Less than 100 mg/dL

50 points for healthy range in Time 1 or Time 2 OR 50 points for minimum 5% improvement from Time 1 to Time 2

Blood pressure (must meet or improve both systolic and diastolic): Less than 120/80 mmHg

50 points for healthy range in Time 1 or Time 2 OR 50 points for minimum 5% improvement from Time 1 to Time 2

Glucose: Less than 100 mg/dL if fasting or less than 140 mg/dL if non-fasting

50 points for healthy range in Time 1 or Time 2 OR 50 points for minimum 5% improvement from Time 1 to Time 2

IMPORTANT!

TIME 1

(September 1, 2014 – August 31, 2015)
Biometric screening data collected during the 2016 HBR plan year.

TIME 2

(September 1, 2015 – August 31, 2016)
Biometric screening data collected during the 2017 HBR plan year.

Your privacy is important

Harley-Davidson understands how important it is for you to keep your personal health records just that—personal. That's why nobody at Harley-Davidson will have access to any individual health information from your biometric screenings or the information you and/or your spouse provide to Asset Health in your Personal Health Assessment (PHA) or through your coaching. Harley-Davidson will never see your personal health information; only aggregate data.

POINTS-ELIGIBLE ACTIVITIES



Prevention Category

CATEGORY ANNUAL MAXIMUM
225 POINTS

PREVENTIVE EXAMS

TRACKING >> Vendor File Feed

75 points per eligible exam; 150 points max per year

Routine age- and gender-specific preventive exams include the following:

- Routine physical exam
- Gynecological exam
- Routine pap smear
- Routine mammogram
- Routine prostate exam
- Routine colonoscopy
- Routine bone density screening

Your medical carrier will provide monthly files to Asset Health. Your activity will be tracked online at www.assethealth.com/h-d, but may be delayed by 60-90 days depending on how quickly claims are processed.

NOTE TO PARTICIPANTS IN A HARLEY-DAVIDSON MEDICAL PLAN: If a medical problem is found during a preventive exam, the procedure will be considered diagnostic; the deductible and co-insurance will apply; and you will not receive preventive exam points. Make sure to check your EOB to ensure exams are coded as preventive.

Note to HBR participants NOT currently covered under a Harley-Davidson medical, dental or vision plan:

Your preventive exams, dental exam, vision screening and flu shot will be tracked differently than described above. You must have your provider fill out a Preventive Care form available for download on VIEW: **Compensation and Benefits/ Insurance/ Healthy Behavior Rewards Program**. All Preventive Care forms must be submitted by **August 31, 2016**, and will be loaded within 30 days of Asset Health receiving a completed form. Only completed forms will be accepted.

DENTAL EXAM

TRACKING >> Vendor File Feed

25 points; 25 points max per year

A preventive dental exam is completed at your dentist's office.

Delta Dental will provide monthly files to Asset Health. Your activity will be tracked online at www.assethealth.com/h-d, but may be delayed by 60-90 days depending on how quickly claims are processed.

VISION SCREENING

TRACKING >> Vendor File Feed

25 points; 25 points max per year

A preventive vision screening is done by an optometrist and/or ophthalmologist.

NVA will provide monthly files to Asset Health. Your activity will be tracked online at www.assethealth.com/h-d, but may be delayed by 60-90 days depending on how quickly claims are processed.

ANNUAL FLU SHOT

TRACKING >> Vendor File Feed

25 points per activity; 25 points max per year

Your medical carrier or onsite Harley-Davidson Health Center will provide monthly files to Asset Health. Your activity will be tracked online at www.assethealth.com/h-d, but may be delayed by 60-90 days depending on how quickly reports are processed.

POINTS-ELIGIBLE ACTIVITIES

Education Category

CATEGORY ANNUAL MAXIMUM
200 POINTS

PHONE-BASED COACHING SESSIONS

TRACKING » Asset Health

100 points for 4 completed sessions; 100 points max per year

Asset Health phone-based coaching can help you achieve your healthy living goals through ongoing scheduled phone sessions. Call Asset Health at **1-877-549-4584** to schedule your first session. You can also sign up online by going to the Coaching tab on the homepage of www.assethealth.com/h-d. Information materials will be made available, and your coach will call you at your scheduled appointment time. Make sure you make your appointments early in the year. Coaching sessions are limited to a maximum of once per week and subject to coach availability. To be guaranteed four calls by the August 31, 2016 deadline, you must complete your first call by July 1, 2016, for the 2017 HBR plan year.

ONLINE COURSES

TRACKING » Asset Health

25 points per completed course; 100 points max per year

By participating in and completing an online course, you can incorporate better health decisions into your daily life and earn points toward your reward. You may find these online courses at www.assethealth.com/h-d. Please note that you must complete the test at the end of each course and achieve a score of 80% or higher to earn points.

ONSITE COURSES

TRACKING » Self-Reported

25 points per completed course; 100 points max per year

Harley-Davidson offers various onsite courses throughout the HBR plan year. These convenient courses are designed to inspire you to take positive action to improve your overall health and well-being. Upon completion of these courses, you will be provided with a code to enter on www.assethealth.com/h-d to receive points for the course.

POINTS-ELIGIBLE ACTIVITIES

PLEASE NOTE:
All Well-Being activities must be self-reported by August 31, 2016, in order to receive points.

Well-Being Category

CATEGORY ANNUAL MAXIMUM
250 POINTS

VOLUNTEER ACTIVITY

TRACKING >> Self-Reported

25 points per quarter; 50 points max per year

Example volunteer activities:

- Boys' and Girls' Clubs
- Boy Scout/Girl Scout Leader
- Coaching child sports teams
- Junior Achievement®
- Harley-Davidson Volunteer Hours Program
- United Way Day of Caring (team/department)
- Spiritual Volunteer Service
- Donating blood
- Participating in Grassroots Safety Team

WELLNESS CHALLENGES

TRACKING >> Asset Health

50 points per quarter; 200 points max per year

Harley-Davidson Worksite Wellness Challenges, such as exercise and weight loss challenges, occur every quarter and are advertised through both Harley-Davidson communications and on www.assethealth.com/h-d. Upon challenge completion, points will automatically load on your Asset Health account.

HEALTHY NUTRITION

TRACKING >> Self-Reported

25 points per quarter; 50 points max per year

You can receive points for making daily healthy nutritional choices or actively participating in a nationally recognized weight loss program every day this quarter.

Healthy Nutritional Choices include:

- Build a healthy plate
 - Make half your plate fruits and vegetables
 - Switch to skim milk or 1% dairy
 - Make at least half your grains whole-grain
 - Vary your protein choices and make them lean
- Cut back on foods high in solid fats, added sugars and salt
 - Choose foods and drinks with little or no added sugars
 - Look out for salt (sodium) in foods you buy
 - Eat fewer foods high in solid fats
- Eat the right amount of calories for you and balance them out with physical activity
 - Enjoy your food, but eat less
 - Cook more often at home, where you are in control of what's in your food
 - Write down what you eat to keep track of how much you eat

FITNESS ACTIVITY

TRACKING >> Self-Reported

25 points per quarter; 50 points max per year

Requires a minimum of 150 minutes of moderate or 75 minutes of vigorous aerobic activity per week and muscle-strengthening activities that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders, and arms) on two or more days a week.

Moderate-intensity aerobic activity means you're working hard enough to raise your heart rate and break a sweat. Here are some examples of activities that require moderate effort:

- Walking fast
- Doing water aerobics
- Riding a bike on level ground or with few hills
- Playing doubles tennis
- Pushing a lawn mower

Vigorous-intensity aerobic activity means you're breathing hard and fast, and your heart rate has gone up quite a bit. If you're working at this level, you won't be able to say more than a few words without pausing for a breath. Here are some examples of activities that require vigorous effort:

- Jogging or running
- Swimming laps
- Riding a bike fast or on hills
- Playing singles tennis
- Playing basketball

FREQUENTLY ASKED QUESTIONS

THE BASICS

With the transition to Asset Health, will I be able to view my old activities and health information?

Your Healthyroads account will be closed down on December 31, 2015. You will be able to view biometric screening history back five years and activity history back one year on the Asset Health website. Because Healthyroads and Asset Health have different PHAs, you will not be able to view historical PHA information and scores. If you wish to save your PHA records, you must save them yourself from your Healthyroads account before the website closes completely.

If I am a new employee or a new spouse, how do I earn Healthy Behavior Rewards?

You will receive information on how to qualify for Healthy Behavior Rewards from Human Resources when you start with the Company or when you report a marriage.

Note about Current Spouses:

Your current spouse is eligible for the HBR program, even if they are not currently covered under a Harley-Davidson medical plan. The HBR plan year is the only time to qualify. To receive 2017 HBR, your spouse must meet eligibility requirements by August 31, 2016.

How do I know that Harley-Davidson won't have access to my personal health information?

Your privacy is ensured, in compliance with the Health Insurance Portability and Accountability Act (HIPAA) of 1996, which prohibits anyone at Harley-Davidson from receiving your personal health information without your permission. Asset Health is a wellness vendor that reviews your health information to see what service(s) they can offer to help you and your family improve overall health and well-being. Harley-Davidson will only receive aggregate data that is not individually identifiable.

What wellness resources do I have available?

Refer to the *Wellness Resource Guide* on www.assethealth.com/h-d or on VIEW: **Compensation and Benefits/ Wellness** to find all the wellness offerings you have to help you meet your health goals, including information on the onsite Fitness and Health Centers, Employee Assistance Program (EAP), Tobacco Cessation program and more.

If my spouse has primary coverage through his or her employer and secondary coverage through the Harley-Davidson Plan, can he or she still participate in HBR so I can get the maximum reward amount?

Yes. Your spouse is eligible to participate, and you must each complete the qualifying activities and accrue enough points to earn the full Harley-Davidson reward.

QUALIFYING ACTIVITIES

What happens if I don't complete the qualifying activities (biometric screening and online Personal Health Assessment), but I've accrued enough points toward a Healthy Behavior Reward?

If you did not complete a biometric screening and online Personal Health Assessment, **you will not qualify for Healthy Behavior Rewards**—even if you've accrued enough points. The biometric screening and online Personal Health Assessment provide you with your vital health numbers and an overview of your well-being. These activities are designed to guide you in your health improvement efforts. Harley-Davidson wants you to fully understand your current health status so you can take the right actions through HBR to improve your overall well-being.

BIOMETRIC SCREENING

If I receive all my points for my 2016 HBR plan year biometric screening, do I have to do another one for the 2017 HBR plan year?

Yes, you must complete a biometric screening during the 2017 HBR plan year as one of the qualifying activities, along with completing another PHA.

What if I did not complete a biometric screening during the 2016 HBR plan year? How will I get my points for the Health Improvement category?

If you did not complete a biometric screening during the 2016 HBR plan year, you can still earn full points for measures in the healthy ranges for your biometric screening during the 2017 HBR plan year, but you would not be eligible for points from improving your measures at least 5%. Remember, you can also earn at least 600 points through activities in the other three categories. Please note, though, that if you do not receive a biometric screening during the 2017 HBR plan year, you will not qualify to earn Healthy Behavior Rewards in 2017. The biometric screening and online Personal Health Assessment are the two qualifying activities.

If I go to my provider for a biometric screening and fill out a Physician-reported Biometric Screening form, how do I make sure I don't get charged?

As part of your Harley-Davidson medical insurance, you are eligible for annual preventive exams with lab work, at no cost to you. Ensure you ask for preventive lab work when booking an appointment.

PERSONAL HEALTH ASSESSMENT (PHA)

When do I have access to the online Personal Health Assessment on www.assethealth.com/h-d?

The online Personal Health Assessment will be available on www.assethealth.com/h-d after June 1, 2016. The online Personal Health Assessment must be completed online between June 1 and August 31, 2016, in order to be eligible for Healthy Behavior Rewards. **Only those online Personal Health Assessments completed between June 1, 2016 and August 31, 2016 will count towards the qualifying activity completion.**

FREQUENTLY ASKED QUESTIONS

POINTS-ELIGIBLE HEALTHY ACTIVITIES

Some of the activities I've completed don't appear on my www.assethealth.com/h-d account. Why is that, and what else do I need to do to get credit for them?

It may take 60-90 days for some non-self-reported activities, such as preventive exams and flu shots where the vendor is providing a file feed to Asset Health, to appear on your www.assethealth.com/h-d profile. These are referred to as "Vendor File Feeds." Harley-Davidson will award points for each activity based on the date you completed it, so this will not affect your eligibility for Healthy Behavior Rewards. Biometric screening results and any points associated may take up to 30 days to appear in your profile.

You do not need to do anything further. However, it is always a good idea to maintain a record of your activities (including any Explanation of Benefits to confirm the exam was coded as preventive) that relate to your preventive exams.

I already see a doctor regularly to address a chronic condition; do I still need to get a physical (preventive exam) to accrue points?

Yes. Physical exams are for preventive purposes. While your doctor may be helping you manage a chronic condition (such as diabetes), a preventive physical exam helps you identify other health concerns separate from the condition that you and your doctor are already addressing. You should schedule a separate visit with your in-network doctor specifically for a preventive exam.

Remind your doctor to code it as preventive, in order for the visit to be covered at 100 percent and to receive the HBR points.

I know I can get HBR points for preventive exams. What is the difference between a preventive and diagnostic exam?

Preventive care is generally precautionary. For example, if you go to the doctor's office for a physical exam and your doctor recommends having a colonoscopy because of your age or family history, that's preventive. But, if during the exam, your doctor recommends a colonoscopy to investigate symptoms you're having, that's diagnostic care, and your plan cost share will apply (and you will not accrue HBR points for your visit).

If you don't earn any points from the Health Improvement category, you can still get at least 600 points from the other categories to be eligible for the maximum reward.

Do I get points for completing the phone-based tobacco cessation program?

If you complete the designated Harley-Davidson tobacco cessation program, you are eligible to receive the tobacco-free discount to the Harley-Davidson medical plan premiums for those that are enrolled for the year that you complete the program. You would not be eligible for HBR points.

I feel like I am perfectly healthy. Can coaching really be beneficial to me?

Coaching can help you in a variety of ways and is customized to meet your individual needs. Even if you eat nutritiously and exercise regularly, there is always room for improvement. Perhaps you have a stressful situation that coaching can help you through or you need help remembering which preventive exams to schedule. An Asset Health Coach is available to help make things a little easier for you.

What if it's nearing the end of the plan year and I'm not able to earn 600 points? Do I still qualify for a reward?

To be eligible for the maximum reward in 2017, you must complete an online PHA, biometric screening and earn at least 600 points. If you do not meet the 600 points level, you can still qualify for half the reward by earning at least 300 points (and completing the online PHA and biometric screening).

RESOURCES

Asset Health®

For questions about how the Healthy Behavior Rewards program works, including points and activities, contact:

1-855-444-1255

Monday-Friday, 7 a.m. to 7 p.m. Central Time (CT)

E-mail: harley-davidson@assethealth.com

www.assethealth.com/h-d



Harley-Davidson Benefits Administrator

1-800-774-4749

(press 0 to speak to a representative)

Monday-Friday, 8 a.m. to 5 p.m., Central Time (CT)

E-mail: harleydavidson@wageworks.com



Wellness Resources

To find a list of contact information for the following wellness resources, visit www.assethealth.com/h-d or VIEW: **Compensation and Benefits/ Wellness**

Onsite Fitness Centers

The Employee Assistance Program (EAP)

Onsite Health Centers

Tobacco Cessation Program

Disease Management and Prevention Programs

Back-Up Advantage Care



Go further. Live longer.

This document summarizes your Harley-Davidson Motor Company benefit package. Complete descriptions of each benefit are available in the actual Plan Documents and Collective Bargaining Agreement. Every effort has been made to ensure this document accurately describes these benefits. However, if there is a conflict between this document and the Plan Documents, the Plan Documents will govern. The benefits offered under these plans, and any other provisions of the plan, may be modified or amended from time to time, or may be terminated at any time and for any reason by Harley-Davidson. All significant changes in plans will be communicated to covered persons as required by applicable law. If a plan is terminated, the rights of the covered persons are limited to claims incurred and payable by the plan up to the date of termination.