



Barry-Wehmiller Step It Up! Challenge May 18–31, 2015

The Step It Up! Challenge is a two-part physical *and* educational challenge between Barry-Wehmiller divisional teams across North America. All active North American associates are eligible to join their respective team below.

TEAMS	
Accraply Canada	Hayssen/Synerlink
Accraply MN	MSI/Vante/Steeger
Baldwin Americas	PCMC- All Locations
BW-STL (All STL associates except DG)	PSC Akron
BWCS Romeoville	PSC Angelus
BWCS Loveland	PSC Clearwater
BWCS Lynchburg	Thiele NE
BWI/Merritech	Thiele FF
BWPS Hunt Valley	Thiele HS
BWPS WI	Thiele Reedley
Design Group – All Locations	

Part 1: Physical Challenge

Objectives:

- Increase individual awareness of daily movement through fitness device usage
- Inspire *more* movement with some competitive spirit
- Step Up our 2015 Become Your Best You journey!

The physical challenge is based on steps tracked *and* uploaded to Vitality from compatible fitness devices. The team with the highest Daily Average Steps (as calculated below) for the 14-day challenge WINS! With Vitality’s NEW Challenge Platform, we are able to track performance daily and see who’s in the lead.

$$\text{Daily Average Steps} = \frac{\text{Total \# of Steps Uploaded}}{\text{Total \# of Eligible Associates}} \div 14 \text{ days}$$

To count as an Active Participant for prizes listed below, you must link a fitness device to your Vitality account, register for the Challenge in Vitality, agree to the Rules of the Road, and show steps on the Vitality Leaderboard during the Challenge. Registration begins Tuesday, May 5th and continues throughout the duration of the challenge. Complete the following steps:

- 1) Login to Vitality and navigate to Community > My Challenges
- 2) You will see the Step It Up! Challenge invitation waiting for you.
- 3) Follow the steps to register for your team!

All steps must be taken by 11:59 pm Central on May 31st and uploaded to Vitality by 11:59 pm Central on June 2nd, 2015. Winners will be announced on Friday, June 6th!

PRIZES – PHYSICAL CHALLENGE	
Active Participants with 5000-9999 average daily steps at the end of the challenge	100 BONUS Vitality Points
Active Participants with 10000+ average daily steps at the end of the challenge	200 BONUS Vitality Points
Top Active Participant on each team	\$50 Amazon Gift Card
Team with highest Daily Average Steps	\$10/Active Participant for your Wellbeing Budget

Part 2: Educational Challenge

Objectives:

- Inspire associates to engage with bwellbeing.com
- Increase awareness and understanding of BW Wellbeing programs and usage of programs as needed
- Step Up our 2015 Become Your Best You journey!

The Educational Challenge involves submitting your answers to four questions about BW Wellbeing programs. On Monday, May 18th and Tuesday, May 26th (Monday is Memorial Day), we will post two questions on bwellbeing.com. To participate in the Educational Challenge, simply submit your answers directly through bwellbeing.com any time before midnight Central on May 31st.

You must answer all four questions completely for your submissions to count toward your team's participation. The team with the highest participation (as calculated below) WINS!

$$\text{Participation} = \frac{\text{Total \# of Complete Submissions}}{\text{Total \# of Eligible Associates}}$$

PRIZES – EDUCATIONAL CHALLENGE	
Participants with complete answers on all 4 questions	100 BONUS Vitality Points
Highest Participation Team	\$5/participant for your Wellbeing Budget

Step It Up! Challenge FAQ

- 1) **How do I get a fitness device?** To join the fitness device craze:
 - Get your FREE Fitbug from BW *if you have not done so already*. After you have completed your biometrics and Vitality Health Review for the first time, login to Vitality. You will get a pop-up message to redeem your FREE Fitbug!
 - Check your Vitality Bucks, redeemable for a variety of devices in the Vitality Mall.
 - Purchase a compatible device at a retailer near you!

- 2) **What are the compatible fitness devices for the steps challenge?** See the list below! If you are unsure about your device's compatibility, please call Vitality at 877.224.7117 to verify.

IMPORTANT NOTE: The MapMyFitness app *alone* will not transmit steps to Vitality. Rather, the app serves as an interface between the devices listed in the MapMyFitness section below and Vitality. Jawbone, Withings and Misfit devices cannot be linked *directly* to Vitality.

Link directly to Vitality			
Polar	Fitbug	Fitbit	Garmin
Loop M400 V800	Go ORB Air	Flex Zip One Ultra Charge Charge HR Surge	Vivofit Vivosmart Vivoactive

Link through MapMyFitness App		
Download the MapMyFitness App, link the app to Vitality, and link your device to the app		
Jawbone	Withings	Misfit
Up Up24 Up3 UpMove	Pulse Activite Activite Pop	Shine Flash

- 3) **How do I link my fitness device to my Vitality account so that my steps count toward the challenge?** Login to Vitality and go to Get Healthy > Fitness & Exercise > Fitness Devices. Click on your fitness device for more information and follow the instructions!

- 4) **I am attempting to link an old Fitbug and it doesn't seem to be working. What should I do?** Log in to your Fitbug account [HERE](#) using your *registered e-mail address* as your username. If that doesn't work, e-mail bwwellbeing@barry-wehmiller.com and we will help you!

- 5) **Do I need to upload my steps to Vitality manually?** Nope! All you have to do is link your fitness device to your Vitality account. Just make sure to sync your fitness device during the competition to have all of your steps accounted for and keep your team in the running!

- 6) **How often will Vitality sync my steps with the Challenge Leaderboard?** Daily at 10 PM Central, Vitality pulls each individual's steps into the Leaderboard. In other words, updates are not live and you will see one update to the Leaderboard each day.

- 7) **Are spouses eligible to participate in the Step It Up! Challenge?** The Challenge is for associates only. However, spouses *are* eligible to utilize the resources on bwwellbeing.com, so be sure that your spouse checks out the site!
- 8) **I work for BW Container Systems, but my office is in Hunt Valley. Which team am I on?** *With the exception of Design Group*, all associates are on their *location's* team. In other words, you would be on Team BWPS-Hunt Valley. Because Design Group is spread across so many locations, all Design Group professionals have been pulled together into Team Design Group.
- 9) **I don't see my name on the Leaderboard – why not?** In order to be included on the Leaderboard (and eligible for an individual prize), you have to register for the Challenge *and* agree to the Rules of the Road. Once you have completed both steps, you should see your name up there with the rest of your team members!
- 10) **Can I still register once the Challenge has begun?** YES! You can register through midnight Central on May 31st. Your step count will still include all steps tracked and uploaded to Vitality since the start of the Challenge. If you just got your fitness device linked, your steps will still make a difference for your team!
- 11) **I don't understand the Leaderboard's math. Can you help interpret?** There are two important things to note in the math:
- A team's total number of steps includes steps taken by *every associate with a fitness device connected to Vitality* – not only Active Participants. Therefore, you will likely see more steps in your team's total than are reflected by the sum of individual Active Participants' steps on the Leaderboard.
 - In the calculation of Average Daily Steps, the Total # of Steps Uploaded is divided by the Total # of *Eligible Associates* – NOT by the Total # of Active Participants. Therefore, it's important to get as many associates as possible to join your team and start stepping!
- 12) **What if I have newly joined the BW family and do not see an invitation to a challenge in my Vitality account?** If you were hired after April 21, you were not on the original file we uploaded for the Challenge. As soon as your Vitality account is established and you link your fitness device, you can participate. Simply e-mail bwwellbeing@barry-wehmiller.com and we will send you an invitation.
- 13) **I use multiple different fitness devices. If I accumulate steps on multiple devices in a day, will Vitality add all of them together?** Vitality's current system cannot apply multiple devices to a step total. The system records from the device that accumulates the greatest number of steps.
- 14) **My steps on the Leaderboard do not match what I see on my device. Help!** Your steps make several stops before they post to the Leaderboard. Therefore, **the Leaderboard likely will *not* match your device until 48 hours after they've been uploaded to your fitness device provider.** For those who want to understand further, the process looks like this:
- 1) At different times throughout the day, Vitality receives data from the many compatible fitness device providers.
 - 2) This data is loaded to Vitality's *main database*, which records your steps and rewards you with points for Verified Physical Activities and Verified Workouts.
 - 3) At approximately 10 pm Central, Vitality syncs the *main database* with the *Vitality Challenge platform database*. Therefore, steps earned or synced after 10 pm Central will not migrate to the Challenge platform database until the following day's data feed.

4) Beginning at approximately 9 am Central, Vitality syncs the *Challenge platform database* with the *Leaderboard*.

15) I have waited 48 hours and am still not showing *any* steps on the Leaderboard. What gives?

- **Your device may not be linked:** Login to Vitality and navigate to Get Healthy > Fitness and Exercise > Fitness Devices. Click on your device and check that it is, in fact, linked to Vitality. If not, follow the steps listed to link your device. You will start showing steps on the Leaderboard within 48 hours.
- **Your device may not be synced:** If your device does not sync wirelessly, check that you have synced your steps with your device provider. For example, the Fitbug must be periodically synced with Fitbug's site via a USB cord. Sync your device, and you will start showing steps on the Leaderboard within 48 hours.
- **If neither of these seems to be the issue:** Call Vitality at 877.224.7117 for further assistance.

16) The Vitality Today app states that steps can now be shared with Vitality via my iPhone or Apple Watch. Can I use those devices for the Step It Up Challenge? Unfortunately, no - these are new integrations with Vitality that do not yet integrate with the Challenge platform database. Please refer to Question 2 above for the complete listing of Challenge-compatible fitness devices.

Additional Questions?

E-mail bwellbeing@barry-wehmler.com