



Motor Carrier Attachment 16:

Walmart OSA Policy

Cranbury, NJ; 06/07/2014

HWY14MH012

(12 pages)

Memo

To: Truck Drivers

Cc :

From: Benefits Team

Date: August 27, 2013

RE: New benefit at zero cost to you

Dear Driver,

The Walmart Benefits team is rolling out a Sleep Apnea plan for you, and Walmart is picking up the cost at 100 percent. Under Walmart's current medical plan Sleep Apnea treatment is already covered at an 80-20 rate. While that is excellent coverage, Walmart Benefits in partnership with Transportation and SleepSafe Drivers are taking their commitment to your wellbeing one step further with a program tailored specifically for you. Sleep Apnea is a serious condition that can have damaging effects on your health and ability to perform if not treated. By offering testing and treatment for this condition at no cost, Walmart is taking another extra step to ensure you are happy, healthy and successful.

You will have access to both Home Sleep Tests (HSTs) and in-lab studies. An in-lab study will only be conducted if a HST is inconclusive, or if there are other serious co-morbid factors (for example, a prior heart attack). This means you, most likely, just need to take the test in your own typical sleeping environment (home or on the road). If you test positive for Sleep Apnea, a high end APAP treatment device will be setup at your convenience. This process is among the quickest and most effective on the market, delivering a success rate of more than 90 percent with compliance to treatment (well above national average) and allowing you to get back on the road with improved health in a timely manner.

In addition to the primary positive effects for properly treating Sleep Apnea, it also greatly reduces the risk for heart attack, stroke, diabetes, and chronic fatigue. Because of the seriousness of this condition and the positive effects that proper treatment can have, once you are diagnosed with Sleep Apnea, treatment is **not optional** according to DOT regulations. A SleepSafe counselor will monitor and assist with the treatment in order to ensure that all questions are being answered, the device is working and being used properly, and to provide any other assistance that you may find helpful. A SleepSafe counselor will reconnect with you every six months after the introductory period, to offer any type of help or provide any updates that might be needed to equipment or device usage, such as mask or tubing replacements.

The Federal Motor Carrier Safety Administration (FMCSA) is looking to implement tougher regulations regarding Sleep Apnea in the near future, so it is important for the safety and compliance of our drivers that diagnosis and treatment begin now. Sleep Apnea is a condition that can have an overwhelmingly negative effect on our drivers, so Walmart is taking the proactive steps to provide the expert care needed to address this issue, and at no cost to you.

Questions? Please contact your local Safety Manager.

Thank you,

Walmart Benefits Team



The Walmart Sleep Apnea Program

Walmart and SleepSafe Drivers have put together a voluntary, all inclusive **Sleep Apnea Program** that is **FREE OF CHARGE for ALL Walmart Drivers**. This program is designed to deliver “Best in Class” outcomes to optimize the health and safety of all drivers. If tested positive for Sleep Apnea, per FMCSA guidelines it is mandatory that you are compliant with your therapy. With this program you will be provided a **Personal Sleep Counselor for Compliance and Support**.

- ✓ If you would like to talk to a sleep specialist, and be proactively screened, tested, and treated (if needed) for Sleep Apnea, (with a Home Sleep Test), this can be provided, Free of Charge.
- ✓ If you are currently on CPAP/BiPAP therapy and have a device that is older than 5 years old, you will qualify for a free new CPAP/BIPAP from SleepSafe Drivers.
- ✓ If you are currently on CPAP/BIPAP therapy, you will qualify for supply replacements, Free of Charge from SleepSafe Drivers.
- ✓ Walmart and SleepSafe Drivers, care about your sleep health!!

How to Volunteer for the Sleep Apnea Program:



1. Contact your Safety Manager and let them know that you are interested in the Sleep Apnea Program.
2. You will receive a confidential call from SleepSafe Driver’s Sleep Center to schedule a Physician Consult and a Sleep Screening.
3. If you screen positive for Sleep Apnea, you will be scheduled for a Portable Sleep Study that you take home to wear. This study can even be completed in your truck when you are on a layover!
4. You will return the device to the lab where they will review the data and contact you with the results.
5. If you test Positive for Sleep Apnea you will be set up on CPAP Therapy.
6. You will be assigned a Sleepsafe Drivers “Sleep Counselor” who can help you get comfortable with your new device and mask.



The Walmart Sleep Apnea Program

Why volunteer for this program? What's in it for me?

- Increased energy, alertness and stamina due to improved sleep
- Reduces your chance of heart attack or stroke by HALF (if you have apnea)
- You don't know if you have sleep apnea unless you get tested
- CPAP therapy reduces chronic fatigue / daytime sleepiness
- Helps in losing weight, as untreated apnea triggers Ghrelin (the hunger hormone)
- Reduces or eliminates need to get up and urinate during the night (nocturia)
- Walmart is paying 100%, while most fleets require co-pays & deductibles
- The SSD Program is 91% successful, vs. the market average of 50%

What is the downside of not getting treated now, if I do have sleep apnea?

- Doubles the chance of heart attack or stroke
- Leads directly to diabetes and hypertension
- Increased daytime sleepiness results in 7 fold risk for crashes
- Impairment equals that of drunk drivers at .08 BAC
- Double the risk of forced retirement due to multiple health problems
- The FMCSA is expected to require testing soon anyway, sooner is safer

What makes this Walmart / SleepSafe Drivers program better than others?

- Personal Sleep Counselor to help with any questions, concerns, problems
- Best CPAP devices & masks, vs. variable quality at some labs
- *FREE OF CHARGE FOR THE DRIVER*
- *Proven results at other fleets for several years*

Bottom line, Walmart wants you to be healthy, productive & working.



DATE: Aug 15, 2013
 TO: DOT Examiners
 FROM: [REDACTED] Private Fleet Safety
 SUBJECT: Introduction of Walmart / SleepSafe™ Drivers sleep apnea testing and treatment program

Thank you for your ongoing efforts to ensure that our drivers at Walmart are the healthiest and safest on the road. As part of that mission, we are moving ahead with a Sleep Program for our CDL Driver Associates designed to proactively meet the FMCSA’s coming Sleep Guidelines. We are partnering with SleepSafe Drivers® to run the program, who has documented significantly improved health and safety outcomes for the drivers they have supported over the years. As one of our own Safety Associates shared after going through the program, “I believe this program literally saved my life”.

A key advantage of the SleepSafe™ Drivers program is that the drivers have access to both Home Sleep Tests (HSTs) and in-lab sleep studies. With HSTs, a driver can sleep in his or her typical sleep environment, whether the truck, at home, or in a hotel. Sleep Technologists set up the tests in the evening, and results are quickly reviewed the next day. If the test is positive for sleep apnea, the driver is set up with a sleep apnea treatment device. These set-ups also involve extensive education and personal training about obstructive sleep apnea and PAP therapy, toward the goal of successful long term compliance. Traditional sleep laboratory programs can take several weeks to schedule tests and treatment, while HSTs can be arranged much more quickly. We need our drivers to be both safe and productive, and this new program improves their health while minimizing down-time.

The defining advantage of the SleepSafe™ Drivers program is in delivering a > 90% success rate with long term compliance to treatment, vs. a national average of 50%. The “Sure Compliance™ Treatment” program has been designed to give the driver every possible advantage toward achieving treatment compliance. SleepSafe™ Drivers uses Auto-Setting PAP devices, heated humidification, premium masks, and extended care from “Sleep Apnea/PAP Counselors” who provide hands-on training and ongoing phone support for each driver. They also use remote wireless monitoring to help identify any problems early on, allowing for prompt support and resolution of any issues the driver is having. After getting the drivers acclimated to therapy, the Sleep Counselors will then re-connect with them as needed thereafter to offer help, provide new masks, filters, or tubing if needed, and to document their compliance for their next DOT exam.

In our minds, PAP treatment failure is simply not an option, so we are committed to achieving success with each and every driver who commits their efforts as well. The best news is that drivers who successfully treat their sleep apnea cut their risk for heart attack, stroke, and diabetes in half, and their accident risk by 3 to 7- fold. Because of these huge safety issues, it is expected that the DOT will require apnea screening in the near future, but in the meantime, we want to make sure our drivers have access to a program that can help them succeed in life and at work. **As you are examining our drivers, please be aware of anyone with a BMI of >= 30, neck size => 17” (15.5” for women), hypertension, witnessed fatigue or other symptoms outlined in Referral Form and program protocols, as they should be referred for a Sleep Evaluation.** We believe the SleepSafe Drivers program provides great benefit to all parties involved.

Thank you in advance for your help in making sleep apnea testing and treatment, when necessary, a clear health and safety advance for our drivers.

Questions: Call R [REDACTED] or

SleepSafe Drivers: T [REDACTED]; A [REDACTED]; [REDACTED] 8

DOT Examiner Sleep Screening Flow Process:

1. Drivers are asked to fill out the top section prior to starting their exam.
2. The DOT Provider fills out the middle section of Sleep Screening Form during exam.
3. If drivers meet criteria for sleep testing in the middle section of the Sleep Referral Form, the DOT provider or support staff will fax the Sleep Referral Form to:
 - SleepSafe Drivers, Inc. Fax: 1 [REDACTED]
 - Email to : s [REDACTED] | [REDACTED]
4. Drivers should be expected to complete the process before their date for return Fit for Duty visit. This includes testing, treatment application, compliance usage as stated in Walmart Protocols, and a consultation with sleep specialist. ** Walmart policy is that as soon as a diagnosis is made for Obstructive Sleep Apnea (based on sleep test interpretation), the driver MUST be scheduled for an immediate Re-Certification Exam with his/her DOT Examiner. The DOT Examiner will issue a re-certification card at this time to allow for the tracking of on-going CPAP usage compliance. The Examiner may choose to issue a second 90-day card at this time, but is expected to use his/her own experience and judgment when making the decision for the length of the re-certification.
5. Drivers who come in for their re-certification return visit, must show 4 hours per night and 70% overall compliance with therapy to meet recommended treatment guidelines for adequate compliance.
6. For all drivers who qualify for this program through Walmart, SleepSafe Drivers will contact the driver immediately after receipt of referral. Total timeline to complete the entire sleep screening process, once scheduled for first step is 1-3 days from Test to Treatment.
7. SSD will send a weekly updated summary page listing driver referral status per location to Walmart Corporate Safety. If a driver does not respond to SSD (no call back after two days), SSD will contact Rick Foster to request additional support as needed. SSD will update the Safety Managers weekly as to the status of any drivers to support good communication and to keep everyone informed.

Questions? Call [REDACTED]



Sleep Apnea Walmart Referral Form. Fax to: 1-855-723-3377

Questions? Call [redacted] 8 Or Email to: ss [redacted]

Driver Information (Driver Fills Out):
Full Name: Street Address: City, State: Zip:
Primary Contact Phone: Alternate Phone: WIN #:
Date of Birth: SS#: Male Female
Insurance Plan:
Date Walmart Insurance Starts: Email:
Name of Safety Manager: Phone Number: Location of Terminal:

DOT Provider Information:
DOT Provider Name: Date of Sleep Apnea Screen Due Date for Return Exam:
City: State: Zip:
Office Ph: Office Fax: Contact Person:

DOT Provider Screening: Consider sleep referral for any 2 items below OR for any 1 item marked in RED
Driver Complaint: (Please circle each complaint).
- Witnessed apneas, feeling of choking during sleep, daytime sleepiness, inadvertent naps
- Presence of snoring, nighttime awakenings, disrupted sleep, general fatigue, shift worker
Past Medical History: (Please check if any of the following are present).
- History of Cardiac Disease Type:
- History of Pulmonary Disease Type:
- Prior CPAP Diagnosis/Not Currently Treated
- Age 60 or Greater
- History of Depression
- History of High Blood Pressure
- History of Type II Diabetes
Physical Exam:
HT: WT: Neck Size (in):
BMI: > 30: Y men Neck Size greater or equal to 17" for men: Y N
> 30: Y women Neck Size greater or equal to 15 1/2" for women: Y N
DOT Provider Signature: Date: 7



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- Helps in losing weight, as untreated apnea triggers Ghrelin (the hunger hormone)
- Reduces or eliminates need to get up and urinate during the night (nocturia)
- Walmart is paying 100%, while most fleets require co-pays & deductibles
- The SSD Program is 91% successful, vs. the market average of 50%

What is the downside of not getting treated now, if I do have sleep apnea?

- Doubles the chance of heart attack or stroke
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DATE: August 15, 2013
TO: Walmart Safety Managers
FROM: [REDACTED] CDS, Director, Private Fleet Safety
SUBJECT: Introduction of Walmart / SleepSafe™ Drivers sleep apnea testing and treatment program

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If you suspect a driver has sleep apnea due to witnessed fatigue or other issues, you should refer him/her to the DOT examiner for a sleep test. Drivers can also volunteer to participate in the program at any time, but once a DOT examiner recommends testing for sleep apnea, they must follow through with testing, and treatment if positive for apnea. We believe the SleepSafe Drivers program provides great benefit to all parties involved.

Thank you in advance for your help in making sleep apnea testing and treatment, when necessary, a clear health and safety advance for our drivers.

Questions: Call [REDACTED]
[REDACTED] 70 [REDACTED]; [REDACTED] 2; M [REDACTED] 9



Sleep Apnea Walmart Referral Form. Fax to: 1-8 [redacted]
Questions? Call 1- [redacted] Or Email to: s [redacted] m

Driver Information (Driver Fills Out):
Full Name: Street Address: City, State: Zip:
Primary Contact Phone: Alternate Phone: WIN #:
Date of Birth: SS#: Male Female
Insurance Plan:
Date Walmart Insurance Starts: Email:
Name of Safety Manager: Phone Number: Location of Terminal:

DOT Provider Information:
DOT Provider Name: Date of Sleep Apnea Screen Due Date for Return Exam:
City: State: Zip:
Office Ph: Office Fax: Contact Person:

DOT Provider Screening: Consider sleep referral for any 2 items below OR for any 1 item marked in RED
Driver Complaint: (Please circle each complaint).
Witnessed apneas, feeling of choking during sleep, daytime sleepiness, inadvertent naps
Presence of snoring, nighttime awakenings, disrupted sleep, general fatigue, shift worker
Past Medical History: (Please check if any of the following are present).
History of Cardiac Disease Type:
History of Pulmonary Disease Type:
Prior CPAP Diagnosis/Not Currently Treated
Age 60 or Greater
History of Depression
History of High Blood Pressure
History of Type II Diabetes
Physical Exam:
HT: WT: Neck Size (in):
BMI: > 30: Y men Neck Size greater or equal to 17" for men: Y N
> 30: Y women Neck Size greater or equal to 15 1/2" for women: Y N
DOT Provider Signature: Date: 10



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Three Ways to Submit Your Form:

Mail: HealthSCOPE Benefits

[Redacted]
Little Rock, AR 72203

Email: [Redacted]

Fax: [Redacted]



ENROLLMENT FORM

EMPLOYEE NAME FIRST NAME		MIDDLE INITIAL	LAST NAME		SUFFIX
EMPLOYEE ADDRESS STREET ADDRESS OR P O BOX			CITY	STATE	ZIP CODE
WIN (Walmart Identification Number)		STATUS (Please check to confirm active status) <input type="checkbox"/>			
SEX <input type="checkbox"/> M <input type="checkbox"/> F		BIRTHDATE (MM/DD/YEAR) ____/____/____		YOUR WALMART LOCATION	
DATE OF HIRE ____/____/____		DATE REFERRED TO HEALTHSCOPE BENEFITS ____/____/____			