



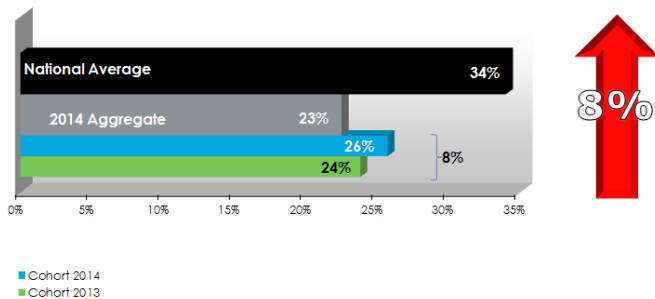
Wellness Program Update

Now that we're entering this year's second quarter and it seems that spring has finally sprung it's time for an update on the status of Merritt's 2015 Wellness Program.

First off, some good news about last year's results: 98% of Merritt employees participated in the Wellness Program in 2014! And **ALL** Merritt employees who participated in the Wellness Program qualified for the preferred premium rate by having an annual physical and by meeting or improving in two of the six Key Health Indicators!

Now for the not-so-good news: Although our group's metabolic syndrome prevalence is still well below the national average it has increased by 8% since 2013.

Metabolic Syndrome Prevalence, All Populations

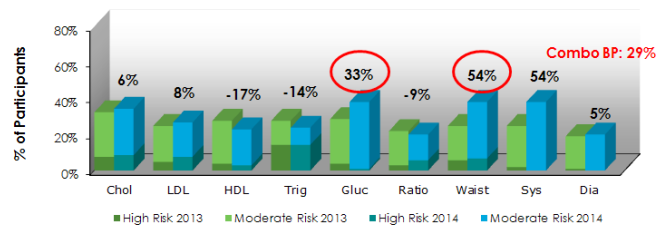


Just to recap: "Metabolic Syndrome" is the term used to define the state of having three or more risk factors that are known to greatly increase the chances of disease. The risk factors analyzed when diagnosing Metabolic Syndrome are the same 6 Key Health Indicators that are accessed as part of the Wellness Program: waist circumference, blood pressure, blood glucose, and cholesterol, (broken into HDL, LDL, and Triglycerides).

In 2014 Merritt experienced a decrease in the prevalence of 3 risk factors including HDL cholesterol and Triglycerides.

However, Merritt experienced an increase in the prevalence of the remaining risk factors including a 29% increase in blood pressure, a 33% increase in blood glucose, and a 54% increase in waist circumference.

Cohort Moderate and High Risk with Percentage Change, 2013-2014



Overall the average number of risks for Merritt employees increased from 2.2 to 2.46. Individuals with three or more of these risk factors are two times more likely to suffer from heart attack or stroke and five times more likely to develop diabetes.

Personal accountability continues to be a key to the success of the Merritt Wellness Program. Merritt Wellness encourages all employees to feel well and to be well. We will continue to provide tools and resources to help everyone along their path, including activities and challenges that will be offered throughout the year.

In 2015 the qualification requirements will stay the same as they were in 2014.

In order to qualify for the preferred premium rate in 2016, Merritt will ask that employees do two things:

1. Complete a physical exam with a Primary Care Physician in 2015. (Forms will be handed out with paychecks on May 14)
2. Participate in a biometric screening in Fall 2015 and meet or improve in 2 of the 6 key health indicator values (100% of biometric participants met this goal in 2014)

Merritt's healthcare coverage allows all participants one annual physical every 12 months. While it's important to know your numbers it is also important to establish and maintain a relationship with your primary care physician. In order to qualify for the preferred premium in 2016, employees must visit a Primary Care Physician and submit an affidavit indicating the visit is completed.

Merritt will offer an on-site biometric screening event in the fall to allow all employees the chance to participate in the screening process. If your annual physical occurs between September 1, 2015 and November 30, 2015, employees may alternatively have their screening performed by their primary care physician as part of their annual physical and use a physician's affidavit to submit their biometric values. Values will be compared to values collected in 2014.

Employees who do not meet or improve in at least 2 of the 6 Key Health Indicators will have an opportunity to visit their personal physician to submit new values or request a waiver for values affected by an existing medical condition. A reasonable alternative program will be available as another method for earning the preferred premium rate for those values that cannot be appealed or waived.

All new employees who were hired after November 1, 2014 need only to participate in the biometric screening and attend

an annual physical with their primary care physician in order to receive the preferred rate in 2016, they will not be required to meet or improve in 2 of the 6 Key Health Indicators. Anyone hired after June 1, 2015 is waived from the physical examination and need only participate in the screening to receive the preferred rate in 2016.

We have had some changes in the Wellness Committee – it now consists of Holly, Meg, Pam, Tracy, Lauren Lindsay, Mike Passarello as representative of the Construction groups, Luke Myers as representative of our Loudoun group, and we are pleased to welcome Christopher Davis and Amy Jordan as representatives of Customer Service and Brittany Tegeler as representative of Land Development.

If you have any questions, concerns, ideas, or input please let us know! Feel free to speak with Meg, Pam, Holly, Tracy, Luke, Lauren, Chris, Brittany, Amy or Mike or send an email to MerrittWellness@merrittproperties.com.

MARK YOUR CALENDARS FOR THESE UPCOMING EVENTS

- June 1-30** **30-Day QuickFire Challenge: FitBit Step and Sleep.** We're having our first QuickFire Challenge of the year starting in June. It's all about getting moving so we're having a repeat of last year's FitBit Challenge.
- June 4** **Baltimore 5K Corporate Fun Run.** We're looking for a volunteer to coordinate a team for the 5K Corporate Fun Run being held the evening of June 4th at the Johns Hopkins University Homewood Campus. If interested in organizing a team or learning more about the race, see Tracy Funk.
- June 26** **Terrapin Adventures, 1pm to 5pm** Once again we're headed back to Terrapin Adventures in Savage for some outdoor fun on their high challenge tower and ropes. We'll also have an option of a 2-hour nature hike for those not into heights. Look for a Merritt Wellness info coming out soon.
- August 7** **Merritt Family Picnic, 3pm to 7pm** It's time again for some fun in the sun as the Annual Merritt Family Picnic takes place at the Merritt Athletic Club Pool in Towson.
- Sept 1-30** **30-Day QuickFire Challenge: Resistance Band Workout** Second QuickFire Challenge will feature a workout anyone can do anywhere using resistance bands. Details will follow closer to the Challenge date.
- Sept 9** **Nutritional Lunch-n-Learn: Mindful Eating** Join us for a nutritional lunch from Giant while listening to Wendy, the nutritionist, talk about Mindful Eating and making sure you're eating to refuel your body and not just eating mindlessly.
- October** **Breast Cancer Awareness Bake Sale** Looking for volunteers to make some delicious and healthy goodies to help raise money for a local Breast Cancer Awareness charity. Detail will be available closer to the event.
- November** **Run-Bike-Row Triathlon** Date will be set later this summer but we're scaling up to have another triathlon competition once so get ready to square off against some of your teammates!
- Nov 19** **Nutritional Lunch-n-Learn: Holiday Spices** Join us for a nutritional lunch from Giant while listening to Wendy, the nutritionist, talk about cooking with spices instead of just salt and butter to create a delicious holiday meal.

PLUS...every month we have dates lined up for chair massages, reflexology and shiatsu and/or acupuncture -- check out www.merritt-wellness.com for dates and details. Online you'll also find easy exercises to do anywhere including yoga at your desk and yummy recipes!