

Here's to Health



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NEW OFFERING

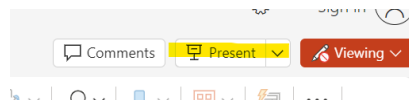


Available NOW!

- No payroll deduction
- Direct bill to you
- Enroll or cancel at any time.
- Additional information on UKG Home Page. Power Point Link

 [link](#)

(When you open link, click the settings wheel, Present, and choose 'Start from beginning')



WELLNESS INCENTIVE PAYOUTS

2024 INCENTIVES

- 1st Qtr. - 4/26/2024
- 2nd Qtr. - 7/19/2024
- 3rd Qtr. - 10/25/2024
- 4th Qtr. - 1/31/2025

2024 VITALITY WELLNESS INCENTIVE CHANGE

We have a new incentive reward structure for 2024. You have the opportunity to earn \$1000. (NueHealth Standard) In order to receive any monetary reward, you must first meet the new Gate Keeper. Only after the Gate Keeper is met will you receive your incentives.

Gate Keeper - \$500 (Complete the Vitality Check Screenings and the Vitality Health Review)

Wellness Coaching Opportunities:

- Begin your journey with the My Health Novel Weight management Questionnaire. This triggers the 100% no cost RX benefit for the chronic disease maintenance medications and is the most consistent, quickest way for the BCBS Pharmacy Department to update the Pharmacy Profiles for the 100% benefit.
- Once you take the questionnaire, you are free to select ANY coaching Plan. You are not required to continue with My Health Novel.
- Once you answer the questionnaire, expect 30 - 45 days for the Pharmacy Benefit to update. It depends on the timing of when the questionnaire was taken.
- Members who have already enrolled in a coaching plan will not be required to take the questionnaire at this point.
- There is no required attendance for webinars. These are available to explain the plans in detail and answer questions. The recordings will be posted on UKG.
- There is no specific required number of visits/sessions for the coaching. Some have 0 visits (apps)
- Compliance depends on the individual coaching plan. Communication will be ongoing. We respect that this is your journey, and this is not meant to be punitive or to place barriers in place or intrusive to your private health plans and coaches.

BCBS My Health Novel Journey

- Several platforms, members may select from a specific coaching plan tailored to their individual health condition or maintenance health.
- Involves coaching with varying levels of engagement ranging from an app (passive) to daily coaching contacts (more engagement).
- Contact: Customer Service 866-400-8941

BCBS CareCore+

- Structured, less aggressive coaching plan.
- Members will be expected to touch base with their coach once a month, or according to how the plan is developed with the member.
- Contact: BCBS Health Plan 888-495-9340

Virta Disease Coaching

- Led by Physician
- Structured with a mapped journey for participants.
- Focus primarily on Diabetes reversal or hypertension/weight loss.
- <https://my.virtahealth.com/apply/get-started>

WEBINAR: [BCBS My Health Novel Coaching Webinar](#) - Password: NH24

WEBINAR coming in April, watch for email notification.

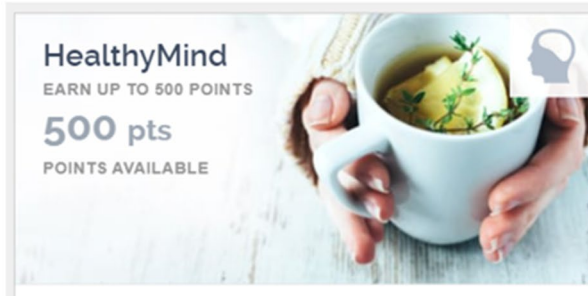
WEBINAR: [VIRTA HEALTH FOOD AS MEDICINE WEBINAR](#)

Points Opportunity



In line with Stress Awareness Month there are two activities Available to you in Vitality. Go to your Points Planner and

Click on the Healthy Mind box. The Meditation and Sleep Well activities will pop up for you to complete. Completing both will earn you 500 points!



ACTIVITIES	
<p>Meditation Learn more</p> <p>200 pts ⓘ POINTS AVAILABLE</p> <p>Plan Your Points ACT NOW</p>	<p>Sleep Well Learn more</p> <p>300 pts ⓘ POINTS AVAILABLE</p> <p>Plan Your Points ACT NOW</p>



How does meditation help to reduce stress?

Meditation affects the body in exactly the opposite way that stress does—by triggering the body's relaxation response. It restores the body to a calm state, helping the body repair itself and preventing new damage from the physical effects of stress.



How does sleep affect stress?

Lack of sleep can lead to higher levels of stress, frustration, depression and anxiety. Sleep deprivation can also lower thinking and problem-solving skills, attention span, memory, patience, ability to connect with friends and family, and even physical health,



Stress can be debilitating, and it can cause and/or aggravate health problems. And since stress is a normal part of human existence – nobody is immune to it – it’s important to arm ourselves with knowledge so that we recognize when stress rears its ugly head. (Amazingly, we don’t always notice it’s happening to us.) Stress Awareness Month happens each April. It’s important to learn some strategies for coping with this particular silent scourge. You’ve come to the right place for that. Let’s get started!

HOW TO OBSERVE STRESS AWARENESS MONTH



1. PRACTICE MEDITATION

One of the most effective ways to deal with stress is to learn how to silence the mind. Meditation is one of the most popular methods of achieving this quiet.

2. EXERCISE

Another way to battle the debilitating effects of stress is to exercise. Whether you're a jogger, bicyclist or just like to take long walks, be sure to get some fresh air and exercise into your daily routine.



3. VISIT YOUR DOCTOR

They're really in the best position to get your started on the path to a stress-free lifestyle. Make an appointment today.



4 STRESSFUL FACTS YOU NEED TO KNOW

1. STRESS CAN HELP – SOMETIMES

According to the National Institute of Mental Health, "stress can motivate people to prepare or perform and might even be life-saving in some situations."

2. IT'S SICKENING – LITERALLY

People under stress - especially those prone to chronic stress – are more susceptible to a variety of ailments, from headaches and insomnia to high blood pressure and heart disease.

3. STRESSED? HERE'S WHY

A survey by the American Psychological Association found that the five factors most often cited as a source of stress were money, work, family, economic outlook and relationships.

4. AMERICA'S HIGHEST AND LOWEST STRESS STATES

A report on WalletHub found that the most stressed-out states in America are Louisiana, New Mexico and West Virginia. The least? Minnesota, North Dakota and Utah.

WHY STRESS AWARENESS MONTH IS IMPORTANT

1. IT REMINDS US TO PAY ATTENTION TO OUR HEALTH

According to the official website, "Stress Awareness Month is a national, cooperative effort to inform people about the dangers of stress, successful coping

strategies, and harmful misconceptions about stress that are prevalent in our society."

2. IT'S GOING STRONG

Stress Awareness Month has been an ongoing campaign of awareness and education since 1992.

3. BECAUSE WE'RE ALL FEELING IT

A recent survey found that about two-thirds of U.S. workers report engaging in behavior such as drinking or crying regularly in order to deal with stress.

APA Tips to Manage Stress



Take a break
from the news
and social media



Find **three good**
things that
happened to
you each day



Practice **self-care**
in 15- or 30-minute
increments
throughout the day



Stay connected
with friends
and family



Keep things
in **perspective**

If you need help managing stress, you can access the Employee Assistance Program by clicking the link on UKG: [MetLife EAP](#)

Employee Assistance Program

Professional support and guidance for everyday life

Life doesn't always go as planned. And while you can't always avoid the twists and turns, you can get help to keep moving forward.

We can help you and your family, those living at home, get professional support and guidance to make life a little easier. Our Employee Assistance Program (EAP) is available to you in addition to the benefits provided with your MetLife insurance coverage. This program provides you with easy-to-use services to help with the everyday challenges of life — at no additional cost to you.



Help is always at your fingertips.

Our mobile app makes it easy for you to access and personalize educational content important to you.

Search "LifeWorks" on iTunes App Store or Google Play. Log in with the user name: **metlifeeap** and password: **eap**

Expert advice for work, life, and your well-being

The program's experienced counselors provided through LifeWorks — one of the nation's premier providers of Employee Assistance Program services — can talk to you about anything going on in your life, including:

- **Family:** Going through a divorce, caring for an elderly family member, returning to work after having a baby
- **Work:** Job relocation, building relationships with co-workers and managers, navigating through reorganization
- **Money:** Budgeting, financial guidance, retirement planning, buying or selling a home, tax issues
- **Legal Services:** Issues relating to civil, personal and family law, financial matters, real estate and estate planning
- **Identity Theft Recovery:** ID theft prevention tips and help from a financial counselor if you are victimized
- **Health:** Coping with anxiety or depression, getting the proper amount of sleep, how to kick a bad habit like smoking
- **Everyday Life:** Moving and adjusting to a new community, grieving over the loss of a loved one, military family matters, training a new pet

Convenient and confidential help when you want it, how you want it

Your program includes up to 5 phone or video consultations with licensed counselors for you and your eligible household members, per issue, per calendar year. You can call **1-888-319-7819** to speak with a counselor or schedule an appointment, 24/7/365.

When you call, just select "Employee Assistance Program" when prompted. You'll immediately be connected to a counselor.

If you're simply looking for information, the program offers easy to use educational tools and resources, online and through a mobile app. There is a chat feature so you can talk with a consultant to guide you to the information you are looking for or help you schedule an appointment with a counselor.

Log on to metlifeeap.lifeworks.com, user name: **metlifeeap** and password: **eap**



Navigating life together

Answers to important questions

Are Employee Assistance Program services confidential?

Yes. Any personal information provided to LifeWorks stays completely confidential.*

How do I get help?

Getting professional help is just a phone call away. Simply call 1-888-319-7819 to speak with a counselor or to schedule a phone or video conference appointment. These services are available 24 hours a day, 7 days a week.

When is the right time to call?

That's up to you. Counselors are here whenever you need them —whether you simply need to talk or want guidance on something you are going through.

Is my Employee Assistance Program included with my MetLife coverage?

Yes. There is no cost to you because your employer pays for the services provided within our program. While we offer a broad range of services, there may be some assistance that's not included. You can still work with counselors for these services by arranging to pay for them directly.

Does the program have any limitations?

While we offer a broad range of services, we may not cover all services you may need. Your Employee Assistance Program does not provide:

- Inpatient or outpatient treatment for any medically treated illness
- Prescription drugs
- Treatment or services for intellectual disability or autism
- Counseling services beyond the number of sessions covered or requiring longer term intervention
- Services by counselors who are not LifeWorks providers
- Counseling required by law or a court, or paid for by Workers' Compensation

Does the program offer Cognitive Behavioral Therapy (CBT)?

Many LifeWorks EAP providers are trained in this type of counseling and the foundation of LifeWorks' CareNow digital programs, available through the programs website and mobile app, are built upon Cognitive Behavioral Therapy (CBT) techniques. CareNow provides instant access to a range of self-service programs developed by world leading experts, focused on behavior change in the areas of anxiety, stress, depression, and more.

When you need some support,
we're here to help.



Phone

1-888-319-7819



Web

metlifeeap.lifeworks.com

user name: **metlifeeap**
and password: **eap**



Mobile App

user name: **metlifeeap**
and password: **eap**

*MetLife and LifeWorks abide by federal and state regulations regarding duty to warn of harm to self or others. In these instances, the consultant may have a duty to intervene and report a situation to the appropriate authority.

Some restrictions may apply to all of these services. Hotline services provided by LifeWorks US Inc. (LifeWorks by Moreau Shepell). LifeWorks is not a subsidiary or affiliate of MetLife. Information disclosed directly to LifeWorks is not disclosed to MetLife, and therefore is not subject to MetLife's privacy policy.



Metropolitan Life Insurance Company | 200 Park Avenue | New York, NY 10166
OPT1 L0920007843jexp1121[A8 Status][DC, GU, MP, PR, VI] © 2020 MetLife Services and Solutions, LLC

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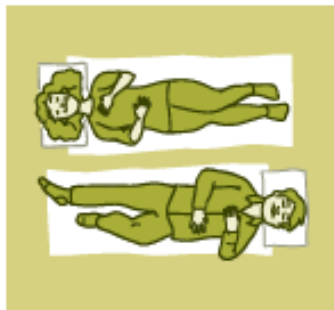
SELF-CARE ISN'T SELFISH.
You can't pour from an empty cup —
**TAKE CARE OF
YOURSELF FIRST.”**



YOUR HEALTHIEST SELF

Emotional Wellness Checklist

Emotional wellness is the ability to successfully handle life's stresses and adapt to change and difficult times. Here are tips for improving your emotional health:



REDUCE STRESS

Everyone feels stressed from time to time. Stress can give you a rush of energy when it's needed most. But if stress lasts a long time—a condition known as chronic stress—those "high alert" changes become harmful rather than helpful. Learning healthy ways to cope with stress can also boost your resilience.

TO HELP MANAGE STRESS:

- Get enough sleep.** Adults need 7 or more hours each night, school-age kids need 9-12, and teens need 8-10.
- Exercise regularly.** Just 30 minutes a day of walking can boost mood and reduce stress.
- Build a social support network.**
- Set priorities.** Decide what must get done and what can wait. Say no to new tasks if they are putting you into overload.
- Show compassion for yourself.** Note what you've accomplished at the end of the day, not what you didn't.
- Schedule regular times for a relaxing activity that uses mindfulness/breathing exercises,** like yoga or tai chi.
- Seek help.** Talk to a mental health professional if you feel unable to cope, have suicidal thoughts, or use drugs or alcohol to cope.

Be Well Cooking Corner

Whole-Wheat Strawberry Muffins

This healthy muffin recipe features strawberries, but you can use your favorite berry in their place. Recipe adapted from the Massachusetts Farm to School program.

By [EatingWell Test Kitchen](#)

Prep Time:

15 mins

Additional Time:

30 mins

Total Time:

45 mins

Nutrition Profile:

[Nut-Free](#) [Dairy-Free](#) [Soy-Free](#) [High-Fiber](#) [Vegan](#) [Vegetarian](#) [Egg-Free](#) [Low-Calorie](#)



INGREDIENTS

- 1 ½ cups unsweetened applesauce
- 1 cup granulated sugar
- ½ cup canola oil
- 3 cups white whole-wheat flour
- 2 ¼ teaspoons baking soda
- ¾ teaspoon salt
- 2 cups chopped strawberries



DIRECTIONS

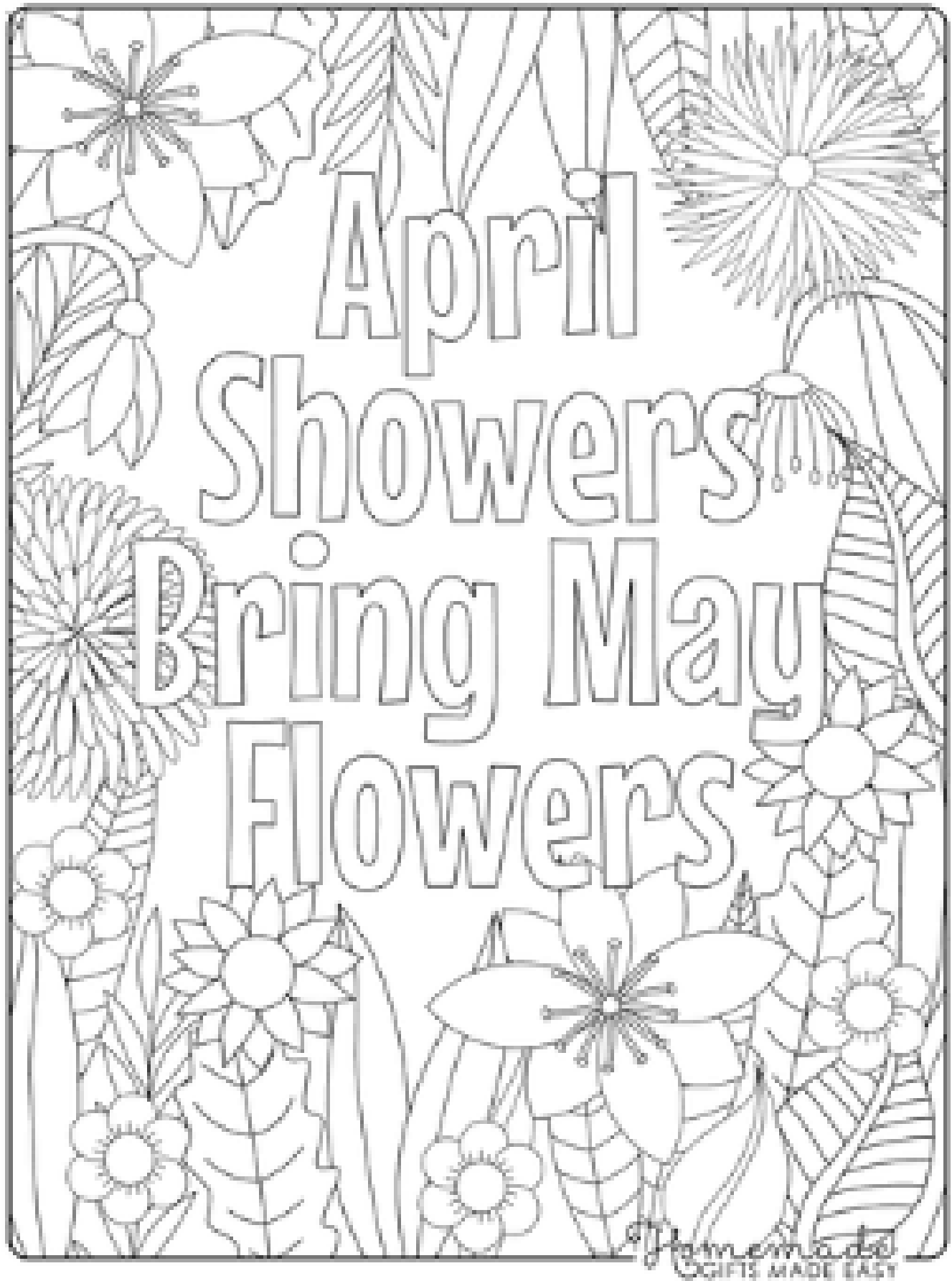
1. Preheat oven to 350 degrees F. Line 18 (1/2-cup) muffin cups with paper liners.
2. Whisk applesauce, sugar and oil in a large bowl. Add flour, baking soda and salt; whisk until combined. Gently fold in strawberries. Divide the batter among the prepared muffin cups.
3. Bake the muffins until the tops spring back when touched lightly and a toothpick inserted in the center comes out clean, 22 to 28 minutes. Let cool in the pan for 5 minutes, then turn out onto a wire rack to cool completely.

Originally appeared: EatingWell Magazine, April 2020

NUTRITION FACTS

Per serving: **Serving Size 1 muffin** 180 calories; total carbohydrate 30g; dietary fiber 3g; total sugars 14g; added sugars 14g; protein 3g; total fat 6g;

: saturated fat 1g; vitamin a 8iu; vitamin c 11mg; folate 5mcg; sodium 255mg; calcium 4mg; iron 3mg; magnesium 3mg; potassium 70mg



How to Handle Stress

V O Y P S C S M N N H G N L N M E D I T A T E R
 H W W E T T I Y X A H B A S J F S Y T E M C E F
 C F K F R S C D N K O A W J R Y M I V F J W N T
 A V V J O K U D V P N F K I D Q X I V L A R G K
 E R X Z P C U P X T Q W E A A S T S I R I C Y A
 V B X A S A G Q P H R N F G M C C S D S T Q E J
 I L N X F N G Y J A D O D H E I T Y J Q K R Z B
 T H Y A P S U P J S Z G R P N E O Q F D P M I A
 I P G L R Y B D R U N N S O N U M Y D E E Y N B
 S Y W E D H J M Y I C R R T R E P T E T L I A G
 O P P R O T G V S G E T O S U P W L S P B Z G D
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 K I N V U A Z D P E U L L H E E S E O C N A O A
 N O N B R E U E L S F I E L T T D L H A S V E T
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 H I W R U K G C I G S Z U O H N T Y W O S R E K
 T T L D J U Y P H G Z Q P T F Z X L I B H I H E
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 P E N H B F P U A S R C B E A V L Y D F H S V M
 Z U D G H R N U V B B U T M I E N G A A S H D E
 G B K U I L A U G H H W T T Y H O B B Y S O F O
 O T T R M R R E Y A L P O W I B G D Y N S W Y F
 S U E S I C R E X E I M F G X V D P J S N K S F

- Unplug electronics
- Keep Perspective
- Reward Yourself
- listen to music
- breathe deeply
- adequate sleep
- support system
- Healthy snacks
- take time off
- Think Positive
- favorite show
- motivation
- prioritize
- organize
- meditate
- exercise
- friends
- Be happy
- sports
- hobby
- dance
- relax
- laugh
- sing
- Play

