

Here's to Health

nueHealth



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As one year ends and a new one starts, we would like to wish you all the success and happiness in your wellness journey. We hope you and your families enjoy the holiday season!

The Wellness Team

WELLNESS INCENTIVE PAYOUTS

2024 INCENTIVES

- 4th Qtr. - 1/17/2025

2025 INCENTIVES

- 1st Qtr. - 4/25/2025
- 2nd Qtr. - 7/18/2025
- 3rd Qtr. - 10/24/2025
- 4th Qtr. - 1/16/2026

Incentives paid to the HSA accounts are subject to the IRS maximums. It is your responsibility to ensure the combined amount you elect AND the amount you receive as an incentive do NOT surpass the HSA IRS limit. You may manage this by adjusting the amount of your biweekly HSA contribution. You may manage this by adjusting the amount of your biweekly HSA contribution in the benefits UKG system.



Plan Ahead: Important Reminder About FSA Deadlines

As we near the end of the year, it's time to review your Flexible Spending Account (FSA) to make sure you don't lose any unused funds. Here's what you need to know:

Key FSA Deadlines:

Deadline to Use 2024 Funds: All eligible expenses must be incurred by December 31, 2024.

Claims Submission: You have until March 15, 2025 to submit claims for expenses incurred in 2024.

Don't Lose Your FSA Balance!

Take time to review your FSA balance and plan for eligible expenses, such as medical, dental, vision, or other approved purchases.

For a list of eligible expenses or to check your balance, log into <https://nuesynergy.com/resources/for-participants/> or contact NueSynergy directly at 855-890-7239 for support.

Make the most of your FSA benefits before time runs out!

Maximize Your HSA Benefits!

As the year ends, don't forget to review your Health Savings Account (HSA). HSAs are a great way to save for current and future healthcare expenses with tax advantages.

Key Reminders:

- **No "Use-It-or-Lose-It" Rule:** Unlike FSAs, unused HSA funds roll over year after year and can grow with interest or investments.
- Questions about your HSA? Contact UMB at 866-520-4472 or visit <https://www.umb.com/hsa-online-access>.

Take charge of your health savings today!



Congratulations to all 205 who leveled up their Vitality Status during the challenge!

The winners to the drawing are listed below:



- **Bronze to Silver - \$100 gift card**
 - Dawn Porrini - Bryn Mawr Surgery Center
 - William Ridge - Physicians Care Hospital
- **Silver to Gold - \$200 gift card**
 - Laura Lespagnard - Saint Luke's Surgery Center - Lee's Summit
 - James Rutt - Minnesota Valley Surgery Center
- **Gold to Platinum - \$300 gift card**
 - David Solis - Saint Luke's Surgery Center - Lee's Summit
 - Lisa Bish - Rothman Orthopedic Specialty Hospital

Instructions to access your gift card voucher on next page.



2024 NueHealth WELLNESS WARRIOR

The \$500 Vitality Gift Card Voucher goes to

- **Virginia Kellar - Physicians Care Hospital**

Virginia earned the most Vitality Points 28,663, during the period of January 1, 2024, through November 30, 2024. Congratulations Virginia for your hard work towards your path to wellness!



REDEEM YOUR PROMOTION CODE

1

To access and redeem your gift card promotion code, click the announcement from your home page or navigate to **REWARDS > REDEEM YOUR VITALITY BUCKS**.

2

Click **ADD FILTER** and select the **PROMOTION** box. This will show you all the available selections in which your code may be applied.

3

Choose one of the items available, click the pink arrow, then click **REDEEM**. *Don't worry, you will have the chance to apply your code after this step in order to keep your Vitality Bucks.*

4

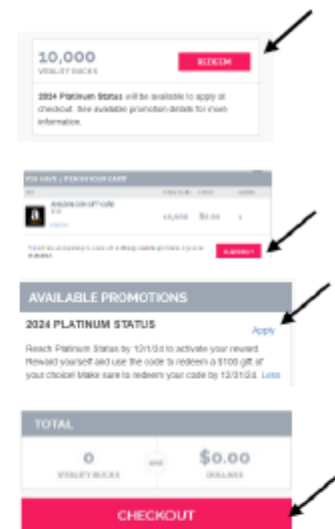
Your card will be added to your cart. Click **CHECKOUT**.

5

Click on the blue **APPLY** link to add your code, this will zero out your balance so that you will not use your Vitality Bucks for this purchase.

6

Click the **CHECKOUT** button to complete your transaction!

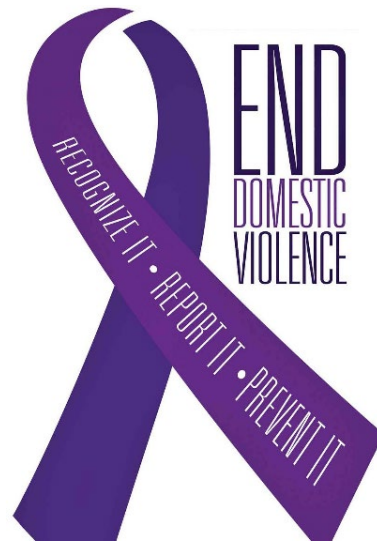


PLEASE NOTE: Promotional codes must be redeemed by June 30, 2025

VITALITY CUSTOMER CARE

📞 877.224.7117 | M-F | 8 a.m. - 5 p.m. CT

✉️ wellness@powerofvitality.com



Domestic Violence Impacts the Entire Family

(This article contains live links)

Let's not forget domestic violence happens every day, year round, and it impacts the entire family. Distressingly, during this pandemic, the numbers are up, which means people will be victimized and brutalized – physically and emotionally – come November 1, December 1, January and beyond. Domestic violence is a real and ever-present crisis that requires ever-present vigilance. Individually and together, let's #BeTheVillage and keep going in our efforts to protect victims, support survivors, and create a world free of violence.

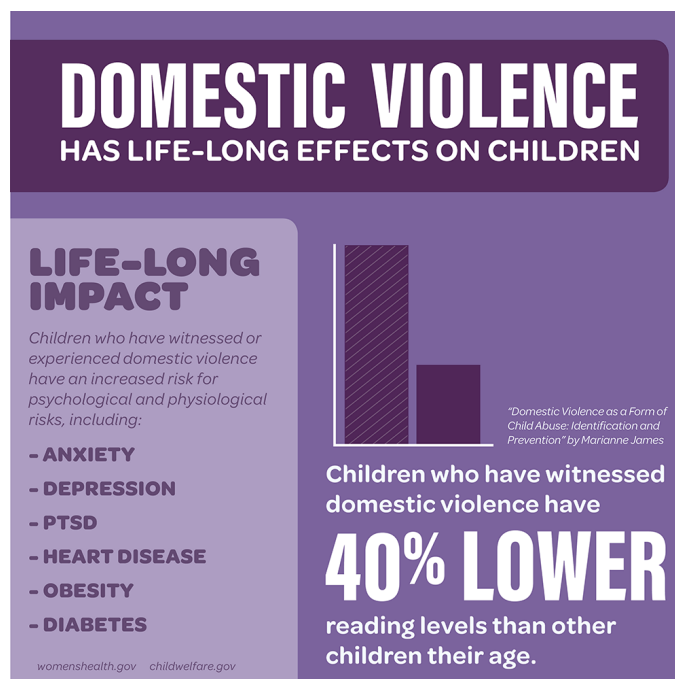


Intimate partner violence and child abuse co-occur [30 to 60% of the time](#), according to the Children's Hospital of Philadelphia Research Institute and the American Academy of Pediatrics. However, even when child abuse is not occurring at the same time as the domestic violence, research has shown that children who have witnessed domestic violence have the same life-long mental health effects [as if](#)

[they had experienced the abuse directly](#). UNICEF reports that [over 275 million children](#) world-wide have witnessed domestic violence.



Children who have witnessed domestic violence often experience long-term physical and psychological effects. Research has found they [have 40% lower reading levels](#). They are at increased risk for PTSD, anxiety and depression. Children who witness domestic violence are [also at risk for physiological effects](#) later in life, such as obesity, heart disease and diabetes. Dr. Nadine Burke Harris, the Surgeon General of California, discusses this link between childhood trauma and toxic stress and the ongoing physical effects in her book *The Deepest Well: Healing the Long-Term Effects of Childhood Adversity*, and says [even sleeping infants can experience the negative psychological effects of being in prolonged toxic stressful situations](#).



How can a child recover from experiencing or witnessing domestic violence?

- Help children feel safe.
- Teach children the abuse they experienced or witnessed is not their fault.
- Have children talk about what happened with a trusted adult and a professional therapist.

DOMESTIC VIOLENCE
HELPING CHILDREN RECOVER

CHILDREN CAN HEAL

- Teach them the abuse they experienced or witnessed is not their fault.
- Help them feel safe.
- Get professional help from a doctor, therapist and reliable support systems.

womenshealth.gov childwelfare.gov

GETTING HELP

National Domestic Violence Hotline
CALL: 1-800-799-7233

National Coalition Against Domestic Violence
VISIT: ncadv.org

DC Coalition Against Domestic Violence
VISIT: dccadv.org

What is Domestic Violence?

Domestic Violence is the continual pattern of one person in a relationship [using power and control](#) over another in an intimate relationship. [This abusive behavior can be physical](#), but it can also be emotional, verbal, psychological, sexual, or financial abuse. Domestic violence is an ongoing pattern to use these abusive behaviors to enforce control over the other person. In the United States, [1 in 3 women and 1 in 4 men](#) have experienced domestic violence in their lifetime.

Signs of domestic violence in a relationship:

- Extreme jealousy, often with accusations of cheating
- Embarrassing or shaming you
- Controlling who you spend time with or talk with
- Consistently putting you down and criticizing you
- Blaming you for their behavior
- Denying or minimizing their actions against you
- Controls all the money, or possibly refuses to give you money for expenses
- Physically hurts you or threatens to do physical harm to you or other members of the family.

Signs from: [National Coalition Against Domestic Violence](#) and the [DC Coalition Against Domestic Violence](#)

How to Help a Friend or Family Member

If a friend or family member is in an abusive relationship, it's important to know common warning signs and how to help.

Warning signs of domestic violence:

- Your friend or family member is becoming more withdrawn and you hardly ever see or talk with them anymore.
- They are in constant contact with their partner when you do spend time together.
- Their partner controls many of their actions, including how much they spend or how long they can be out of the house or on the phone.
- Their partner makes fun of them and embarrasses them in front of you.

How to help:

- Listen without judgment. Don't say things like "If I were you, I'd leave!" or "I wouldn't put up with that behavior." This could cause your friend or family member to withdraw or not see you as someone who can help. Instead, listen and become someone they confide in.
- Don't degrade the abusive partner to the victim. This may make the victim feel like she has to defend the abusive partner, and make the victim less likely to talk with you openly.
- Remember don't blame the victim for not leaving the relationship. It's less about making the choice to leave than making sure there's a way to safely do so.
- Let the victim know you are concerned for their safety and you will be there no matter what.
- Find and connect the victim with local resources who will be able to provide support.



Help is available

Speak with someone today

National Domestic Violence Hotline

Languages: English, Spanish and 200+ through interpretation service

Free and Confidential - Hours: 24/7

[Call 800-799-7233](tel:800-799-7233)

[Text BEGIN to 88788](text:BEGIN)

[Chat](#)

[Official Website](#)



YOUR HEALTHIEST SELF

Social Wellness Checklist

Positive social habits can help you build support systems and stay healthier mentally and physically. Here are some tips for connecting with others:



BUILD HEALTHY RELATIONSHIPS

Strong, healthy relationships are important throughout your life. They can impact your mental and physical well-being. As a child you learn the social skills you need to form and maintain relationships with others. But at any age you can learn ways to improve your relationships. It's important to know what a healthy relationship looks like and how to keep your connections supportive.

TO BUILD HEALTHY RELATIONSHIPS:

- Recognize how other people influence you.
- Share your feelings honestly.
- Ask for what you need from others.
- Listen to others without judgement or blame. Be caring and empathetic.
- Disagree with others respectfully. Conflicts should not turn into personal attacks.
- Avoid being overly critical, angry outbursts, and violent behavior.
- Expect others to treat you with respect and honesty in return.
- Compromise. Try to come to agreements that work for everyone.
- Protect yourself from violent and abusive people. Set boundaries with others. Decide what you are and aren't willing to do. It's okay to say no.
- Learn the differences between healthy, unhealthy, and abusive ways of relating to others. Visit www.thehotline.org/healthy-relationships/relationship-spectrum.

For other wellness topics, please visit www.nih.gov/wellnesstoolkits





Be Well Cooking Corner

Cream of Turkey & Wild Rice Soup



Got leftover cooked chicken or turkey? Cook up a pot of soup! This low-sodium soup recipe is a healthier twist on a classic creamy turkey and wild rice soup that hails from Minnesota. Serve with a crisp romaine salad and whole-grain bread.

Active Time: 35 mins

Total Time: 35 mins

Servings: 4

Yield: 4 servings, about 1 3/4 cups each

Ingredients

- 1 tablespoon extra-virgin olive oil
- 2 cups sliced mushrooms, (about 4 ounces)
- 3/4 cup chopped celery
- 3/4 cup chopped carrots
- 1/4 cup chopped shallots
- 1/4 cup all-purpose flour
- 1/4 teaspoon salt
- 1/4 teaspoon freshly ground pepper
- 4 cups reduced-sodium chicken broth
- 1 cup quick-cooking or instant wild rice, (see Ingredient Note)
- 3 cups shredded cooked turkey or chicken (12 ounces; see Tip)
- 1/2 cup reduced-fat sour cream
- 2 tablespoons chopped fresh parsley

Directions

1. Heat oil in a large saucepan over medium heat. Add mushrooms, celery, carrots and shallots; cook, stirring, until softened, about 5 minutes. Add flour, salt and pepper; cook, stirring, for 2 minutes more.
2. Add broth and bring to a boil, scraping up any browned bits. Add rice and reduce heat to a simmer. Cover and cook until the rice is tender, 5 to 7 minutes. Stir in turkey (or chicken), sour cream and parsley; cook until heated through, about 2 minutes more.

Tip

To poach chicken breasts, place boneless, skinless chicken breasts in a medium skillet or saucepan. Add lightly salted water to cover and bring to a boil. Cover, reduce heat to low and simmer gently until chicken is cooked through and no longer pink in the middle, 10 to 12 minutes.

Nutrition Facts

Servings Per Recipe: 4

Serving Size: about 1 3/4 cups

Calories: 378

	% Daily Value *
Total Carbohydrate: 29g	10%
Dietary Fiber: 3g	10%
Total Sugars: 3g	
Protein: 37g	74%
Total Fat: 11g	14%
Saturated Fat: 4g	19%
Cholesterol: 80mg	27%
Vitamin A: 4518IU	90%
Vitamin C: 6mg	7%
Folate: 57mcg	14%
Sodium: 364mg	16%
Calcium: 73mg	6%
Iron: 2mg	13%
Magnesium: 46mg	11%
Potassium: 748mg	16%

Nutrition information is calculated by a registered dietitian using an ingredient database but should be considered an estimate.

Stop Domestic Violence

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

open communication
 preparation
 blessing
 survivor
 control
 support
 brave

responsibility
 safety plan
 kindness
 sympathy
 empower
 warrior
 power

intimidation
 acceptance
 physical
 Violence
 healing
 prayer
 love

partnership
 compromise
 strength
 believe
 honesty
 victim

