

LiGHT Living in Good Health Together
Resource Guide



Objective & Desired Outcomes

Beacon Health System is excited to welcome you to the LiGHT (Living in Good Health Together) Wellness Program. The Beacon Mission has long been to improve the well-being for the people of our community. Here at Beacon our commitment to community begins with you and your family. The purpose of the LiGHT Program is to create a wellness “model of excellence” that encourages associates to support and exemplify our Mission to enhance the physical, mental and emotional well-being of the communities we serve. Our number one goal is to:

- Improve associate health and well-being.

We also realize that maintaining affordable health insurance plans is in the best interest of all associates and the organization. The healthier we are, the less we will spend on claims. The less we spend on insurance claims, the more affordable the premiums. Given these facts, we also have goals to:

- Reduce costs associated with medical plan expenses.
- Reduce costs associated with absenteeism as a result of short term disability, long term disability, sick time, and workers' compensation.



Introduction

Overall well-being is a life long journey and as life changes, so do our needs. Beacon is here to assist you and your family navigate the journey by providing a road map to the different wellness categories that lead to total health.

First, it is important to know the 6 simple daily steps to establishing and maintaining a long, healthy life:

- 1 Don't Smoke:** If you do smoke, talk to your doctor about quitting. If you are pregnant and smoke, quitting now will help you and your baby. Your doctor or nurse can help you by recommending a plan that might best fit your needs. And, Beacon is also here to help; refer to the Prevention category for further assistance.

- 2 Be Physically Active:** Walking briskly, mowing the lawn, dancing, swimming, and bicycling are just a few examples of moderate physical activity. If you are not already physically active, start small and work up to 30 minutes or more of moderate physical activity most days of the week.
- 3 Eat a Healthy Diet:** Keep an emphasis on fruits, vegetables, whole grains, and fat-free or low-fat milk and milk products; include lean meats, poultry, fish, beans, eggs and nuts; and eat foods low in saturated fats, trans fats, cholesterol, salt and added sugars. Drink 6 to 8 glasses of water every day.
- 4 Stay at a Healthy Weight:** Balance calories from foods and beverages with calories you burn off by your activities. To prevent gradual weight gain over time, make small decreases in food and beverage calories and increase physical activity.
- 5 Drink Alcohol Only in Moderation:** If you drink alcohol, have no more than one a day. A standard drink is one 12-ounce bottle of beer or wine cooler, one 5-ounce glass of wine, or 1.5 ounces of 80-proof distilled spirits. If you are pregnant, avoid all alcohol.
- 6 Care for your Brain:** The health of your brain is the single determining factor for quality of life. Your brain controls how you live, love, learn, dream, relate, thrive, and remember. Caring for your brain improves your efficiency and energy, shapes your outlook and mood, and creates an important resilience against diseases. Care for your brain and nurture a sharp mind, for as long as possible.

The most important things you can do to stay healthy are:

- ♥ Get recommended screening tests
- ♥ Be tobacco free
- ♥ Be physically active
- ♥ Eat a healthy diet
- ♥ Stay at a healthy weight
- ♥ Care for your brain
- ♥ Drink alcohol only in moderation
- ♥ Take preventative medicines if your doctor recommends them.

Beacon has established a *map* to help you navigate the many paths that lead to total health. Along these paths, there are *category's* designed to assist you in meeting the 6 steps to a long, healthy life. Think of these categories' as tour guides designed to keep you on the right path. Each category offers valuable tools and services available to you and your family at low or no cost.

Current LiGHT Category's:

- Prevention
- Exercise
- Nutrition
- Community
- Mind
- Financial
- De-Stress

Use this guide as a resource to assist you on your wellness journey, while not every offering is of interest to everyone, it does encompass various offerings available to associates and their families free of charge or at discounted pricing. Also, the LiGHT Program has partnered with a number of Beacon Department's to offer fun and informational onsite activities. By participating in these activities, you have the opportunity to earn wellness points through the LiGHT Program as well as learn what it takes to lead a healthier lifestyle. Look for this symbol for LiGHT approved events taking place around Beacon throughout the year.



Prevention

Prevention and Screenings: We've all heard the phrase "An ounce of prevention is worth a pound of cure." When it comes to your health, this is definitely the case!

Depending on your age and gender, there are different screenings and exams that are recommended to help protect your health by identifying possible concerns early.

For those associates who are covered under the Beacon Medical Plan, many of these screenings, when performed by an in-network provider, are included in your annual benefits (refer to your Enrollment Guide for details). Additionally, individuals who complete the annual Virtual Wellness Screening process, you receive Biometrics screening annually and at no cost to you.

The following screenings are just guidelines. You should speak to your doctor about what screenings and what frequency is right for you.



Screenings Recommended by the U.S. Department of Health and Human Services:

Females:

- Obesity:** Have your Body Mass Index (BMI) calculated to screen for obesity. The BMI is a measure of body fat based on height and weight.
- Breast Cancer:** Have a Mammogram every 1 to 2 years starting at age 40.
- Cervical Cancer:** Have a Pap Smear every 1 to 3 years if you:
 - have ever been sexually active
 - are between the ages of 21 and 65.
- High Cholesterol:** Have your cholesterol checked every 3 to 5 years beginning at age 30. If you are younger than age 30, talk to your doctor about whether to have your cholesterol checked if:
 - you have diabetes or high blood pressure
 - heart disease runs in your family
 - you smoke
- High Blood Pressure:** Have your blood pressure checked annually beginning at age 18. High blood pressure is usually 140/90 or higher.
- Colorectal Cancer:** Have a test for colorectal cancer, starting at age 50, at least every 10 years.
- Diabetes:** Have a test for diabetes if you have high blood pressure, high cholesterol, a family history or are in a high risk category.
- Depression:** Your emotional health is as important as your physical health. If you have felt "down", sad, or hopeless for over 2 weeks or have felt little interest or

pleasure in doing things, talk to your doctor about being screened for depression.

- Osteoporosis:** Have a bone density test beginning at age 50 to screen for osteoporosis. If you are between ages of 50 and 64 and weigh 154 lbs. or less or are in a high risk category, talk to your doctor about being tested.

Males:

- Obesity:** Have your Body Mass Index (BMI) calculated to screen for obesity. The BMI is a measure of body fat based on height and weight.

- Prostate Cancer:** Have a PSA blood test beginning at age 40 if you have a family history of prostate cancer or are in a high risk category.

- High Cholesterol:** Have your cholesterol checked every 3 to 5 years starting at age 30. If you are younger than age 30, talk to your doctor about whether to have your cholesterol checked if:

- you have diabetes or high blood pressure
- heart disease runs in your family
- you smoke

- High Blood Pressure:** Have your blood pressure checked at least every 2 years. High blood pressure is usually 140/90 or higher.

- Colorectal Cancer:** Have a test for colorectal cancer, starting at age 50, at least every 10 years.

- Diabetes:** Have a test for diabetes if you have high blood pressure, high cholesterol, a family history or are in a high risk category.

- Depression:** Your emotional health is as important as your physical health. If you have felt “down”, sad, or hopeless for over 2 weeks or have felt little interest or pleasure in doing things, talk to your doctor about being screened for depression.

- Abdominal Aortic Aneurysm (AAA):** If you are between the ages of 65 and 75 and have ever smoked (100 or more cigarettes during your lifetime), you should be screened once for abdominal aortic aneurysm, which is an abnormally large or swollen blood vessel in your abdomen.



Beacon Screenings

A number of Beacon patient care center's offer various onsite health fairs and screenings throughout the year for associates to take advantage of. These screenings are not meant to replace care given by your primary care physician, but offer the opportunity for specific types of screenings for you to share with your physician. A few examples of these screening's offered are; Hearing, Bone Density Scans, Cardiovascular, and many more. Watch for more about these offering's throughout the year announced through Beacon news sources.

Associate Health

Beacon's Associate Health office offers free Blood Pressure and Glucose screening. Also available, are single dose over-the-counter medications. For more information stop by an Associate Health office near you, or call (574) 647-6786 or (574) 523-3341.

Breathe Easy

Taking a deep breath isn't easy for everyone. Millions of Americans suffer from allergies and asthma. While we can't completely solve seasonal allergy problems, Beacon does offer several programs and services to help associates and their families breathe a little bit easier.

Try these tips to clear the air:

- Wash your hair before going to bed.** You'll remove any pollen, and keep it from settling on your bedding and pillows.
- Avoid irritants** such as tobacco smoke, hair spray, perfume, and automobile exhaust.
- Plan outdoor activities when pollen counts are low, if possible.**
- Take antihistamine medication BEFORE your symptoms start.**
- Place area rugs outdoors in direct sunlight for several hours.** The dust mites that make you sneeze and itch love to nest in these rugs. The sunlight will cause the mites to dry up and die!

Don't assume that moving to another geographic region will solve your problems! People usually develop allergies to their new home's molds and pollens within a few short years. Furthermore, most of the allergy-provoking grasses are widespread throughout the world—so they're difficult to escape!



Beacon is a Smoke Free Campus

Smoking is not permitted on Beacon property, ensuring all staff and visitors will enjoy a healthy, clean air environment.

For associates and their family members who are trying to beat their smoking habit, and would like assistance, Beacon offers several smoking cessation programs.

Medically Supervised Smoking Cessation Program

There are many types of drug therapies available. You should consult with your doctor to explore if one of these drug therapy programs is right for you. **If you are insured on a Beacon Medical plan, administered by Meritain Health, your prescription drug card will cover prescriptions for non-smoking drug therapy and other over-the-counter aids.** There is a 3 prescription lifetime limit that applies.



Livingfree®

You've tried to quit before. You tried willpower, you tried gums - maybe even gums and patches and e-cigs. You tried to grind it out, but you wound up smoking again. LivingFree® is a new way, it's something you've never tried. No willpower, no need to grind it out. You will turn your urges to smoke into weapons for your success. LivingFree® is the scientific approach to quitting that defeats the addiction where it lives, in the brain. Available at no cost to associates and spouses on the Beacon medical plan. Sign up at beacon.circlewell.com.

Quick Look Program

Beacon Health & Fitness offers a "Quick Look" test for all members. Tests include: resting vitals, weight, body fat %, BMI, blood pressure, and cholesterol. This service is at no cost to all members on a quarterly basis.

You Build You

Meet one-on-one with a Beacon Health & Fitness Specialist to complete a fitness assessment to determine your baseline fitness level. Then, work together with the Fitness Specialist to come up with a game plan to reach your health goals. Check in with your Fitness Specialist and reassess your progress every 3-months. Additionally, Fitness staff will be available during club hours to assist with equipment orientation and creating an individualized strength program. No charge to members.

Exercise

It's no secret; exercise is a key to achieving overall wellness. Being physically fit can help keep weight under control, prevent bone loss, boost energy, manage stress, boost the immune system, and improve our overall health. The road to physical fitness is certainly a path to total wellness!



Beacon recognizes the vital role that physical fitness plays in achieving total health. As such, there are numerous opportunities available throughout the Beacon organization aimed at helping associates and their families achieve their fitness goals. Whether it is a class at Beacon Health & Fitness, participation in the annual Sunburst event, or a quick workout after work, associates and their families can choose the right journey that will lead to their fitness destination.

The Loft

The Loft at Elkhart General Hospital is an onsite workout facility used for patient outpatient therapy. There are times throughout the day (and night), when the equipment is not already in use by patients, open for associate's free of charge on a first come first serve basis. Associates can take advantage of workout equipment available 24 hours a day. There are also exercise classes available to the public as well as associates; such as Yoga, Senior Swing, and more. Some classes are free while others charge a small participation fee.

Onsite Fitness Rooms

It's no secret how difficult it is to squeeze in regular daily exercise into our schedules. To assist associates, departments throughout the system offer onsite workout rooms/equipment at no charge. If your department has equipment available for your use, take advantage of this offering, start by blocking out time on your schedule each day, and maybe even bring a co-worker!

Jazzercise

Why not bring some fun into your exercise routine! Jazzercise is offered at Elkhart General Hospital for all Beacon associates and their families. There are 13 classes available per week and for all activity levels. Associates and family members receive a discount on one time drop in visits and monthly rates for unlimited use. Schedule and registration can be accessed at www.jazzercise.com, type in zip code 46516 for Elkhart General location. Questions can be emailed jazzercise.elkhart@gmail.com.

[Beacon Health & Fitness](#)

Beacon offers a state of the art fitness center; Beacon Health & Fitness offers a variety of ways to achieve a healthy fitness level. *Associates of Beacon receive the best membership rate!* Contact any BHF location for membership details. With membership, associates and their families can choose the fitness path that best fits their style. All members receive a fitness assessment when they join the center. Also available with your membership is:

- Free aerobic and fitness classes are great for those who thrive in a group atmosphere, and are offered many times during the day, to fit even the craziest schedule.
- For those who like to get their workout in the water there is a lap pool and a warm-water therapy pool.
- Cybex weight equipment and free weights are available for pumping iron.
- There are numerous cardiovascular machines, such as rowers, stair masters, treadmills, and Total-Body Arc Trainers.
- Runners and walkers can take advantage of the indoor walking and jogging track.
- Want to play a game? Check out the basketball, volleyball and racquetball courts.
- Health Talks on various health topics.
- Professional consultation and instruction from your own personal trainer is also available.

[Sports Performance Center](#)

Whatever your athletic goal – to become faster, stronger, more agile – Beacon Sports Performance Center can help athletes of all ages, of all skill levels, male and female, to reach their peak performance. Their approach combines Coaches, Curriculum, Center, Communication and Commitment – ensuring complete training for all skill levels. Contact Beacon Health & Fitness in Mishawaka at (574) 647-2597 for more details.

[5K Fridays](#)

Every Friday morning from June through August a 5K run takes place along the East Race in downtown South Bend. Runs are tracked and timed by bib number and at the end of the eight week program prizes are awarded in a variety of categories. Register by contacting Beacon Health & Fitness.

For more information regarding all that the BHF has to offer, please call (574) 647-2654 or email programs@beaconhealthsystem.org.

[10,000 Steps Walking Program](#)

Walking is a beneficial all-purpose activity that people at all levels of fitness can do. The American Heart Association's "10,000 Steps a Day" goal puts a focus on the accumulation of activity across the whole day and can reduce your risk of heart

disease and stroke. To help you identify your activity level, use the following guidelines:

Steps Per Day	Activity Level
< 5,000	Sedentary
5,000 – 7,499	Low Activity
7,500 – 9,999	Somewhat Active
>10,000	Active
>12,500	Highly Active

[Wellness Coaching](#)

Wellness coaching is a partnership of equals. An experienced Beacon Health & Fitness Wellness Coach offers you judgment-free support, helps build upon your core values and strengths, and assists you in creating strategies for living a healthy, happy life. Together, you can design a future full of vitality, well-being and resilience.

Your wellness coach can help you with the following:

- Weight management
- Increasing your exercise & physical activity levels
- Stress reduction & self-care
- Improving food decisions
- Time management
- Elevating energy levels
- Developing a sense of healthy purpose

Contact Beacon Health & Fitness for more information on this 12-week individual coaching program at (574) 647-2671.

[Biggest Winner Contest](#)

For anyone who wants to lose pounds, stay healthy or get healthier, the Biggest Winner gives your new year a winning start! Beacon associates receive a 20% discount, and if you can gather a team of 15 folks to do it, each of you get an additional \$5 off. The contest runs January – March. This is a great opportunity for coworkers, families and friends to be active together and have fun.

The contest offers you weekly fitness challenges, weight, measurements and body composition monitoring, team camaraderie and support, group workouts, full membership to all Beacon Health & Fitness facilities for the duration of the contest, and much more. Contact BHF at (574) 647-2650 for more information.

[Walking Paths](#)

Beacon is proud to support your efforts to begin your 10,000 steps a day goal and encourages you to seek ways to work extra steps into your workday by: ♥ using the stairs instead of the elevator, ♥ walk down the hall instead of using the phone or e-mail and ♥ take a walk during your breaks or lunch time. To support your initiative to begin a goal towards 10,000 steps, there are pre-mapped walking routes, both indoor and outdoor,

in and around the Hospital campus and other off-site Beacon locations. You can find a complete walking kit on the internal HR/LiGHT website. If your location does not have a nearby walking path mapped out, the Health & Lifestyle Center can assist in creating one.

[DocWalk Thursday's](#)

Lace up your walking shoes and join the doctors of the E. Blair Warner Family Medicine Center, in conjunction with the Reducing Obesity Coalition of St. Joseph County, for weekly walks each Thursday at 5:30 p.m. The walks range from ½ mile to 3 miles along the beautiful St. Joseph River and East Race, rain or shine! Families and all fitness levels welcome! For more information, contact the St. Joseph County Health Department at 574-245-6749.

[Annual Sunburst Event](#)

The annual Sunburst Race is a very special Beacon event that began in 1984, and today, is one of the premier running events in our region. The Sunburst Race attracts runners from nearly every state as well as internationally. Participants may choose from a marathon, half marathon, 10K, 5K, and a 5K Fun Walk, and a Family Walk.

As a fundraiser for Beacon Children's Hospital, Sunburst Races is proud to support the important work of the children's hospital, as well as the children and their families from around the region who depend on this important community resource. At the same time, Sunburst Races continues to emphasize community fitness as a core part of its mission.

Beacon associates are eligible to join the Beacon corporate team and participate in any of the events. Associates choosing to join Beacon's corporate team will receive a 20% discount off the standard registration fees.



[LivingFit™](#)

LivingFit™ is offered as a Lifestyle Management Program and is available on the Circle Wellness website for associates and spouses covered on a Beacon medical plan. This offering is a cognitive behavioral based training that can be implemented quickly and easily through coaching via the LivingFit™ module.

The purpose of the LivingFit™ 90-Day Walking Program is for exercise to become a regular part of your life and for it to be an activity that you regularly anticipate.

Log into your Circle Wellness account at beacon.circlewell.com to take a tour or begin the program.

Nutrition

It's no secret that good nutrition is an important step towards good health. While we all might know we *should* eat right, knowing *how* to eat right can prove to be more difficult! If a healthy diet is a destination you choose along your wellness journey, Beacon offers the tools to get you there.

[The ABC's of a Healthy Diet](#)

Aim for a Healthy Weight

Build a Healthy Base:

- Let the Food Pyramid guide your food choices.
- Choose a variety of grains daily, especially whole grains.
- Keep food safe to eat.

Choose sensibly:

- Choose a diet that is low in saturated fat and cholesterol and moderate in total fat.
- Choose beverages and foods to moderate your intake of sugars.
- Choose and prepare foods with less salt.
- If you drink alcoholic beverages, do so in moderation.

For additional Healthy Diet resources, visit www.mypyramid.gov. One of the hottest topics in the news today is weight—and if you believe the experts, a lot of it! Nationally, more than 60% of adults are considered overweight. It is estimated that there are 9 million children in the U.S. who are considered obese, and experts predict that as many as 75% of them will continue this status once they reach adulthood. For many people, including Beacon associates, controlling weight is a goal they strive for every day.

Beacon understands what a struggle establishing and maintaining a healthy weight can be for associates. This is why we offer a variety of programs and services to associates and their families.

[Beacon Health & Fitness](#)

Healthy eating combined with regular exercise is the most effective way to lose weight—and keep it off. Eating a balanced diet that includes appropriate portion sizes, moderate amounts of fats, high fiber foods, and a variety of colorful fruits and vegetables is an important step in the process towards sustainable weight management.

Beacon Health & Fitness offers a unique program called Biometrics that has helped many people lose weight, and keep it off. Highlights of the program:

- You choose the foods to eat
- Actual grocery shopping lists based upon your unique program
- Recipes for your customized program

The 12-week program can be done in a group setting, or one-on-one. Contact BHF for details.

Nutritional Services

In today's "Fast Food" world, it can be a constant struggle to eat right. When you only have a short time to eat before getting back to work, it can be tempting to select a quick, convenient option, even if it is not the healthiest of choices.

Nutritional Services is here to help you with the battle of healthy eating. The hospital cafeteria's offer quick, healthy, and tasty meal options daily. Grabbing a meal from the cafeteria means you don't have to sacrifice good health for taste and convenience. Seeking out these healthier options is easy to spot, just look for the Red, Yellow, Green labels and signage throughout the cafeteria's.

Onsite Dietitians

Memorial Hospital and Elkhart General Hospital both employ dietitians as part of the healthcare team for inpatients, but also has outpatient dietitians who are available to help associates and their families with their nutritional needs. They are certified in Adult Weight Management and Diabetes Education. All hospital dietitians are nationally registered, assuring they meet established educational and experience requirements along with continuing education to stay current on new research and developments in the medical field. For more information, please call the Outpatient dietitians at (574) 647-3213 or (574) 523-4827. Free classes on Diabetes Self-Management are offered monthly. You can register by calling Scheduling at (574) 647-7700 or (574) 523-3444.



Livinglean™

Do your food cravings stop your weight management efforts? Do emotions control your eating habits? Never diet again - and still lose weight through the Livinglean™ Lifestyle Management Program offered through Circle Wellness. This offering is a cognitive behavioral based training that can be implemented quickly and easily through coaching via the Livinglean™ module. Available at no cost to associates and spouses on the Beacon medical plan.

Log into your Circle Wellness account at beacon.circlewell.com to take a tour or begin the program.

Biggest Winner Contest

For anyone who wants to lose pounds, stay healthy or get healthier, the Biggest Winner gives your new year a winning start! Beacon associates receive a 20% discount, and if you can gather a team of 15 folks to do it, each of you get an additional \$5 off. The contest runs January 4 – March 14. This

is a great opportunity for coworkers, families and friends to be active together and have fun.

The contest offers you weekly fitness challenges, weight, measurements and body composition monitoring, team camaraderie and support, group workouts, full membership to all BHF facilities for the duration of the contest, and much more. Contact BHF at (574) 647-2650 for more information.

Weight Loss & Bariatric Surgery Center

The Beacon Weight Loss & Bariatric Surgery Center has licensed dietitians on staff to meet with individuals to discuss their eating habits. Through food logs, journaling, and discussion of healthy eating habits, the dietitians work with individuals to develop and maintain a healthy individualized eating plan.

OPTIFAST®: A medically based obesity treatment program that helps patients safely lose weight and maintain a healthy lifestyle.

The OPTIFAST program is designed to change lives by changing the way people interact with food and how they feel about themselves. The OPTIFAST program can do the following:

- Help improve a patient's overall health and quality of life through weight loss and lifestyle change.
- Reduce short- and long-term cost of treating weight-related diseases.
- Provide a value-added weight management service attractive to obese and post-obese patients.
- Provide an effective, specialty referral option for local physicians.

The OPTIFAST program has been clinically proven in over 80 clinical studies to provide the following results:

- Average weight loss – 52 pounds (those completing a 22-week program)
- Average decrease in cholesterol – 15 percent
- Average decrease in blood pressure – 29 percent
- Average decrease in blood glucose – 29 percent

Cost varies based on insurance reimbursement for bi-weekly labs. Average weekly cost is around \$120-\$190 out-of-pocket for 20 weeks (which includes all food during the active weight loss phase).

Why Weight: Like OPTIFAST, Why Weight is also a medically supervised program. It is an options for patients who may prefer partial instead of full meal replacements. The typical patient has five supplements per day as well as one healthy meal.

For both medical and surgical weight loss, the Beacon Weight Loss and Bariatric Center offers monthly support groups to

provide education and foster emotional support from your peers.

Beacon associates to enroll in the Why Weight or OPTIFAST® programs at Beacon Weight Loss & Bariatric Center will receive a 20% discount on all nutritional products.

De-Stress

What's your stress level? Everybody has stress in their lives. We've convinced ourselves that stress is something that we have to deal with on a daily basis, and there is nothing that we can do about this "fact of life". The problem is, too much stress for too long can cause serious psychological and physiological reactions that are harmful to your health. Unmanaged stress can have a negative impact on your immune system, your weight, your cognitive functioning and ultimately your overall well-being.

It's true that stress is a part of your life that you will likely never be able to eliminate entirely. However, managing or reducing your stress as much as possible will go a long way toward protecting your health. Beacon has several services that can assist you in reaching your destination of stress control.



Livingeasy™

Too much stress can squeeze the joy out of life. There may be situations and relationships that are weighing you down, making you anxious, and keeping you from feeling your best. LivingEasy will show you how to take your control back, rediscover your sense of power, and find the sense of peace that's been missing. The program is completely confidential and offered at no cost to associates and spouses. Available at no cost to associates and spouses on the Beacon medical plan. Log into your Circle Wellness account at beacon.circlewell.com.



LivingSmart™

In a few weeks, you will no longer care about alcohol. Sound crazy? It's not. LivingSmart is the scientific approach to alcohol cessation and management that defeats the addiction where it lives, in the brain. There is no willpower needed and there are no gimmicks. During this program you will retrain your brain to think in ways that empower you and make living smart your

natural way of life. Available at no cost to associates and spouses on the Beacon medical plan. Log into your account at beacon.circlewell.com.

Beacon Health & Fitness

Beacon Health & Fitness offers relaxing massages to members. Associates can take advantage of the associate discount on a variety of different types of massage therapy methods, including:

- Swedish Massage
- Medical Massage
- Sports Massage

Massage sessions can be scheduled in blocks of time from 15 minutes up to 1 ½ hours. Call (574) 647-2655 to schedule your massage and find yourself taking a relaxing stroll down the path to stress relief!



Employee Assistance Program (EAP)

At some point in almost all of our lives, we experience personal or family problems such as unhappy marriage, stress, divorce, depression, financial worries, etc. Sometimes these personal or family problems can interfere with our happiness, relationships, job productivity, and decision making. The Employee Assistance Program (EAP) is designed to help proactively manage these and other personal problems. The EAP benefit is available at no cost to associates and their eligible dependents. For an appointment, please contact ACI toll-free at 1-800-932-0034 or go on-line to beacon.acileverage.com.

Errand Running Service

There are often times in our daily lives where we run out of hours in the day to complete even the simplest of daily tasks. Between the end of our work day and bed time we have little time to complete necessary errands, spending time with family, and other necessary obligations. That's why Beacon Balance is here to help! For a small \$10 an hour fee, errand runners

can help with running errands, dropping the car off for maintenance, picking up items at the grocery or department store, etc. They will even walk the dog! Contact ACI at 1-800-932-0034 or go on-line to beacon.acileverage.com.

Concierge Service

Need help finding a rare book for school? Trying to plan a retirement party for a parent but can't seem to find the time after work? Want to plan a vacation but have no time to plan? Beacon Balance can help! At no cost, associates can utilize concierge service through ACI. Contact ACI at 1-800-932-0034 or go on-line to beacon.acileverage.com.

Sleep Disorder Centers

Beacon's Sleep Disorder Centers at Elkhart General Hospital and Memorial allows individuals suffering from a potential sleep disorder the opportunity to take back their nights—and their days, by helping to diagnose sleep problems in the most comfortable way. The center combines first-class Bed & Breakfast treatment with the latest in medical diagnostic equipment.

When was the last time you had a really good night's sleep? For many, a good, restful night of sleep may sound like a luxury you can't have. In reality, the right amount of sleep is essential to good health! A lack of sleep can lead to daytime sleepiness, impaired memory, and an inability to concentrate. If you struggle to stay awake during the day, you may experience reduced productivity at work or school, and start to see memory or concentration problems. Over the long term, it can also contribute to depression, cardiovascular problems, and other health issues.

Sleep Apnea: This common sleep disorder is characterized by pauses in breathing during sleep. It is most often associated with loud snoring, snorting, and gasping for breath. Left untreated, Sleep Apnea can result in daytime sleepiness, depression, and cardiovascular problems. Take the following Sleep Apnea Risk Assessment to determine if Sleep Apnea may be impacting your life.

If you aren't getting the sleep you need, a sleep disorder may be the reason.

Sleep Apnea Risk Assessment

(Check all statements that are true statements for you.)

- You snore loudly on most nights.
- You are often tired after sleeping.
- You have been told that you frequently gasp, snore, or stop breathing during sleep.

- You have "nodded off" or fallen asleep while driving.
- You have high blood pressure.
- You have diabetes.
- You are overweight or considered obese.
- You have a large neck (for males, greater than 17 inches, for females greater than 16 inches).

Please review your risk assessment responses with your doctor.

Narcolepsy: If you have a frequent and sometimes overwhelming urge to sleep, you may be suffering from Narcolepsy.

Restless Leg Syndrome and Periodic Limb Movement Disorder: If you suffer from uncomfortable "creepy crawly", or painful sensations in your legs near sleep time, Restless Leg Syndrome may be the cause. Periodic Limb Movement Disorder causes your arms and legs to jerk involuntarily during sleep. Both conditions can result in a restless night of sleep that leaves you sleepy the next day.

If you are experiencing excessive tiredness due to snoring, nighttime restlessness, or other symptoms associated with a sleep disorder, talk to your doctor about a referral for a comprehensive sleep study.

Sleep Study: The sleep study rooms feature queen sized pillow-top beds with luxurious sheets and comforters, a TV & DVD player, and a private bathroom and shower. You can listen to your favorite soothing music while enjoying a bedtime snack, and then enjoy a continental breakfast when you wake-up in the morning.

While you sleep, you are monitored by state of the art digital equipment that tracks your breathing, heart rate, and brain waves throughout the night. You will be connected to wires that feed the data into that equipment while you sleep. It may not be the best night of sleep you've ever had, but you will be one night closer to a lifetime of better sleep. Once your sleep study is completed doctors specializing in sleep disorders will review the data and forward their diagnosis and recommendations to your own doctor.

To inquire, contact (574) 523-3103 at Elkhart General or (574) 647-1850 at Memorial.

Social Services

There are times when you may feel overwhelmed with balancing the demands of work and family. Social Services is available to provide information about community resources and other support services. For example, you may be struggling to take care of elderly parents, and you need information about home care services or assisted living centers. Or perhaps you would benefit from a support group for your special needs. Whatever the situation, the Social

Workers can help you navigate through these stressful times. For assistance, call (574) 647-7308 or (574) 523-3364.



Paid Time Off

Sometimes the best stress relief is just a few days of R&R! For some it might be a vacation at the beach. Others may enjoy taking a long weekend here and there, while other associates look forward to spending extra time with their families during the holidays. In order to ensure that you have the ability to enjoy this time away from work Beacon offers paid time off programs. Associates are encouraged to use this time off to relax and “recharge” themselves.

Financial

How much money are you going to need when you retire? Are you saving enough now to prepare for any emergency that might happen in the near future? Do you have a personal budget in place?

If the search for the answers to these types of questions keeps you up at night worrying, you are not alone! For many, financial concerns are a major contributor to stress and anxiety. Having resources available to help answer your financial questions and help prepare you on your Financial Wellness journey can go a long way toward alleviating this stress.

Transamerica Retirement Solutions

The Beacon Retirement Saving’s Plan is administered by Transamerica Retirement Solutions. Retirement planning is their only business, and they are dedicated to giving you the planning tools and guidance you need to achieve your retirement goals. Whether your retirement is five or fifty years away, Transamerica will be with you every step of the way, working with you to give you the strategy and solutions you need to achieve your retirement goals!

The Transamerica website (beacon.trretire.com) can be accessed 24 hours a day, and offers plan participants a wide variety of services, including Retire Track®, an interactive retirement planning site that allows you to incorporate your personal assets into your retirement planning. Individuals can also speak with Transamerica’s professional investment advisors through their toll free customer service number (1-800-755-5801). These advisors can offer callers assistance

and guidance in developing a personal retirement savings plan. For associates who prefer a face-to-face relationship with an advisor when it comes to retirement planning, Beacon also offers on-site retirement counseling through Transamerica. Associates should call (574) 304-6173 to schedule an individual meeting to speak with a Transamerica representative regarding retirement planning.



Transamerica Wealth & Health APP

A simple and engaging APP which acts like a personal coach to help participants identify, prioritize, and pursue their wealth and health goals.

The APP provides access to financial and health data to track progress toward your goals, personalized coaching and guidance to help improve financial and health numbers. For convenience, the app integrates Apple Health and Google Fit accounts. The Transamerica Wealth & Health APP is available from your Apple Store or Google Play.

Transamerica Wealth Meet Health Blog

There are many aspects to think about when planning for your retirement future and Transamerica Retirement Solutions recognizes such. From saving to a retirement plan, preparing tax returns, staying active after retirement, paying off debt, meal planning, tax advantages, etc. TRS is here to help. Join the Wealth & Health community blog to join the discussion. [Click here to check out the blog.](#)

ALEX retirement

Beacon’s own Virtual Benefits Counselor, ALEX® offers educational modules on saving for the future. These modules can help educate and help calculate the amount individuals need to save to their retirement plan in order to prepare for the future at retirement. A link to ALEX is available on the Beacon intranet site.

Short Term Disability

Beacon recognizes the importance of helping associates plan for events that could jeopardize their financial savings should they ever need to be off work for a short period of time due to their own injury or illness. To help protect associates financial income, Short Term Disability insurance is offered as an added

benefit. Contact the HR/Benefits Department for additional details.

[Medical Premium Discount](#)

We all know how important overall well-being is, we make time to exercise, we make every effort to choose a healthy diet, we even make time to give back to our community. But, we very often times forget how important Financial Wellness is to our overall health. Therefore, Beacon offers a per pay period discount on medical insurance premiums to those covered on the medical insurance plan. Discounts are based on the number of wellness points earned through the LiGHT Program. For additional information contact the Wellness Coordinator at djillispie@beaconhealthsystem.org.

[Beacon Retirement Plan Match](#)

Beacon recognizes the importance of saving for your financial future, therefore offers an employer match benefit. Eligible associates who save a portion of their income to Beacon's Retirement Saving's 403b/401k/ROTH Plan, Beacon will match contributions up to 4%. To begin saving for retirement, or to increase your current contribution, contact Transamerica either through their secure website at beacon.trretire.com or call Transamerica's onsite representative at (574) 304-6173.

[Retirement Expo](#)

Each year, Beacon's Benefits Department invites various vendors onsite for an open house type event to allow associates to talk one on one about different offerings available to assist associates with their financial wellness goals. Vendors include, Greenpath, Transamerica, Social Security Administration, and many more.

[Direct Deposit](#)

While it's not always easy to save every month, Beacon's Payroll Department offers optional transferring of funds from associate's paycheck into their own personal saving's account at their bank. To set up a direct deposit into your account, contact Beacon's Payroll Department for instructions.

[Life Insurance Beneficiary](#)

It's not something we all like to think about; having life insurance and setting up a beneficiary is an important part of overall wellness. Setting up a beneficiary for each of Beacon's life insurance plans will give you the peace of mind that your loved ones will be taken care of in your absence.

Mind

Your brain needs your attention! It's only in the last decade that science has begun to understand the mysteries of the human brain. And, in this new information are



some important insights for living the life you have always wanted, filled with opportunity, enjoyment, and healthy longevity. Research has proven that lifestyle choices impact your mind along with your body, and that we feel better, think better, do better, and are more resilient against disease like dementia when we care for our brain.

Caring for your brain is a daily activity, your brain changes its own structure and wiring every moment based on what you are doing. Starting in the first days of life, or ideally prenatally, the architecture for the skills we need to survive and thrive begin to develop. What starts early in life as a need for successful learning, relating and social skills, evolves to be more focused on, perhaps even worried about, how your mind and memory are working. And then again shifts to a focus on what has meaning and how we want to be able to have the resources and the physical and cognitive strength and stamina to be able to do what we want. It might be difficult to believe you will feel this way if you are younger than 40 years old today, yet years of research in adult development has proven that broadly most adults experience these outlooks.

Beacon is committed to your overall well-being. We encourage you to take a moment and consider how your quality of life results from choosing to care for your brain as well as possible today and every day.

A healthy brain lifestyle is comprised of three broad categories. BrainWorks define these as:

Physical Health:

- Engage in activities that build aerobic capacity, strength, flexibility, and balance.
- Develop your cardiovascular health – your brain uses 25% of the blood pumped by your heart.
- Get enough sleep.
- Choose nutritious meals and snacks – eat a rainbow a day and a diet rich in essential fatty acids. Learn to manage the **bad** stress in your life.

Brain Fitness (cognitive fitness):

- Engage in activities that are complex and require focused attention.
- Keep learning – take a class, expand your skills – be curious, challenge your thought process.
- Try an on-line cognitive fitness program. Research based programs train parts of your brain just like a muscle.

Vitality:

- Vitality is the enjoyment of life through meaning and purpose.
- Within brain health, living joyfully and fully keeps your mind sharp. In fact, it reduces your risk of disease. Develop a sense of belonging through family, friends, and community.

- Explore your personal sense of faith, wisdom, meaning and spirituality.
- Cultivate contribution and legacy.
- Have fun!

Continuing Education

Beacon offers part time and full time associates reimbursement of out-of-pockets expenses in order to continue their education in a health care related field. For questions regarding Educational Reimbursement offered through Beacon, contact HR/Benefits at (574) 647-7456.



Community

You probably already realize that relationships with friends and family add to your quality of life; but did you also realize that strong social ties contribute heavily to your overall wellness? Some studies even show that these social ties are one of the biggest predictors of health and longevity! Take care of your health by taking time to spend with a group you connect with—whether it is a good book club, church group, or just a few friends getting together for dinner and laughs.

Helping others by “giving back” to your community also provides numerous wellness benefits, including strengthening those important social ties.

Blood Drive

There are regularly scheduled blood donations held throughout the Beacon system, and specifically at both Memorial and Elkhart General Hospitals. Watch for the schedule in the Beacon Beam.

Local Volunteer Opportunity's

While there are many opportunities within the Beacon system for associates and their family's to volunteer, there are many more outside of Beacon and in our own neighborhoods.

Contact your local volunteer center to inquiry about volunteer opportunities or search the web at volunteermatch.org.

GEM

As an associate at Beacon Health System, you already have an extraordinary impact on our patients and their families, each day. As a member of GEM, you have the opportunity to extend and magnify the impact you have with each patient and with one another.

What is GEM? GEM is Beacon Health System associates who “Go the Extra Mile” by giving of their resources to make projects, those which have a positive impact on our patients, their families and our colleagues, become reality.

GEM is the new associate giving society at Beacon Health System. GEM offers associates new and exciting ways to get even more involved. Visit the Beacon Health Foundation website or call (574) 647-2939.

Community Garden's

On Beacon premises, in both South Bend county and Elkhart County, there are community gardens for anyone in the who loves to spend time gardening and supporting local neighborhoods as well as those who participate in weight loss programs, cardiac and diabetes patients. For more information on volunteer opportunities, contact Unity Gardens at (574) 315-4361 or Seed to Feed at (574) 295-3673.

Beacon Health & Fitness

BHF offers many volunteer opportunities during Sunburst each year. Contact BHF for more information.

Other Services and Support

Team Lead Care (TLC)

Need a tour guide to help you navigate your journey to total health? TLC is a free program available to all associates and their families who are covered under a Beacon Medical Plan. TLC is designed to provide individuals with education and support in managing their health. The TLC is an employee-based Disease Management Program that provides you with medication therapy and tools to better self-manage your overall health. This service is powered by American Health Care and is provided to you at no cost if you are enrolled in one of the medical plans. Members also receive education and information on diet, exercise, and other important health-related topics. Call the TLC line at 574-647-5003 for more information regarding TLC.

Associate Health

Beacon's Associate Health offers a variety of free Self-Help and Educational Materials. For more information stop by an

Associate Health office near you or call (574) 647-6786 or (574) 523-3491.

[Advanced Pharmacy Services](#)

Advanced Pharmacy Services is built upon excellent customer service and superb patient care. They offer personal, friendly attention in a professional, clinical atmosphere. Their staff has the reputation of being Problem-Solving Specialists, for both patients and practitioners. They offer patient care services, focusing on education, screening and monitoring of various disease states, and compounding of unique medications. They also offer pharmaceutical-grade supplements.

Educational services include Women's Health, Men's Health, Hormone Balance, Cholesterol Reduction, and Diabetes Management. Advanced Pharmacy Services is known for making customized medications, providing medication and products that are unavailable by manufacturers, including additive-free oral and topical medications, and customized veterinary medications. Now part of the Beacon Health Ventures family, Advanced Pharmacy Service's tradition of meeting patient needs for more than 80 years carries on. For assistance, call (574) 647-8550 or (574) 294-6181.

[Wellness e-Learning Modules](#)

There are a variety of Wellness e-Learning Modules available on the Circle Wellness website for you to review at your own pace. A variety of modules focus on a specific topic related to the different LiGHT categories. Topics include:

- Eating Healthy
- Stress Management
- Exercise
- Sleep
- Prevention
- And more!

Also offering wellness challenges, topic focus pages, Lifestyle Management Programs. Log into the Circle Wellness website at beacon.circlewell.com for additional information.

[Internet Resources](#)

There are many resources available on the world wide web that can help you in reaching your wellness goals. A few of those resources are:

- beacon.circlewell.com (follow on Social Media)
- www.heart.org
- www.sparkpeople.com (follow on Social Media)
- www.webmd.com
- www.in.gov/inshape

Contacts

[Beacon Health System](#)

Wellness Coordinator, Dawn Gillispie
574-647-6509
dgillispie@beaconhealthsystem.org

Benefits Manager, Annette Vota
574-647-6508
avota@beaconhealthsystem.org

Executive Director, Total Rewards, Tracee Siade-Jones
574-647-6507

[Circle Wellness](#)

Website: beacon.circlewell.com (available on all devices)
Customer Service Line: 866-682-3020 x-204
Fax Number: 800-887-9879