



# LiGHT

Living in Good Health Together



Prevention | Exercise | Community | Nutrition | Mind | De-stress | Finances

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.



## LiGHT Instructions

As with any journey, it is helpful to have a map to not only point you in the right direction but keep you headed in the right direction. The LiGHT Program, which includes the LiGHT Spectrum and different LiGHT Activities, is designed to be your map to assist you in reaching your health and wellness goals.

There are numerous ways to earn LiGHT Points throughout the year. Refer to the LiGHT Activity's on the wellness website at [beacon.circlewell.com](http://beacon.circlewell.com), and learn more on the following pages. For each step of the journey you complete, you will earn LiGHT Points. The more you complete, the healthier you become, and the more LiGHT Points you will earn.

You have a choice on how you keep track of your completed wellness Activity's. You can keep track of your completed Activity's on whatever device or log you choose. There are many options when it comes to keeping track of your daily activities; such as devices ranging from pedometers, smart phone apps, and even electronic wrist devices. You might choose logging in a wellness journal, paper checklist, etc. You choose the most effective method for you. On a regular basis, you will then need to transfer each of your activities from your log into the wellness website for your points to accumulate towards your



overall Spectrum Score and each quarterly drawing. You will need to enter your activities by the end of the current quarter to receive LiGHT points towards the quarterly drawing. Quarterly drawings will be held the first week after each quarter ending. Winners will be notified.

Consistent with our value of **Integrity**, the majority of this program is based on the honor system. Each time you log into the wellness website, you will click “Agree” to the truth statement, indicating you are entering valid information.

## Eligibility for Participation

All Beacon associates and their families are encouraged to participate in the LiGHT Program. Both you and your spouse are eligible for LiGHT Prizes, regardless if you are covered on a Beacon medical plan.

## Wellness Website

Logging into the website is easy, go to **[beacon.circlewell.com](http://beacon.circlewell.com)**, first time user's click on “First Time User Registration” then follow the prompts to create a unique and confidential log-in. Once logged in, click on the LiGHT Activity's tool for a list of Activity's you can complete to earn points. You can also utilize the many educational resources available through the website, such as online e-Learning Modules, research Diseases and Conditions, Monthly Education, and even search for Recommended Apps for your smart phone. Don't forget to track your Total LiGHT Score on the LiGHT Spectrum page.



Welcome to the Beacon Health System home page.

The screenshot shows a blue-themed login page. At the top, it says "MEMBER LOGIN". Below this are fields for "Username" and "Password". There is a "Date of Birth" field with dropdown menus for month, day, and year, and a small calendar icon. Below the date field are links for "First time user registration", "I forgot my login", and "Need support?". A "Login" button is located at the bottom right of the form.

## LiGHT Prizes

Beacon Health System believes so strongly in our Mission to *improve the well-being for the people of our community* that we developed a way to recognize and reward the efforts of those associates and their families who are as committed as we are.

The LiGHT Program will run from October 1 through September 30 each year. If you want to receive entries into the quarterly drawing you must have recorded your points by the end of the current quarter.

Before the end of the quarter you will track your wellness activities completed on the wellness website. For every 25 points you have earned, you will earn one entry into a drawing for exciting LiGHT Prizes. The more points you accumulate, the more entries you will earn in the drawing and the better your chances of winning. Everyone has an opportunity to win every quarter, regardless if they've won in a previous quarter. Those who enter at least 75 points in the current quarter receives a \$10 gift card.

Quarterly LiGHT Prizes	
Number of Prizes	Prizes
5	\$500 Gift Card
5	\$500 Dicks Sporting Good Gift Card
5	PTO Day (Associate only)

Remember, the more LiGHT Points you earn, the more times your name gets entered into the quarterly drawing. This gives you great odds to be a winner! *(In accordance with IRS guidelines, prizes are taxable).*

## Medical Premium Discount

If you, and your spouse if applicable, are enrolled in the Beacon Medical Plan through Meritain Health (excluding Union Medical Plans A, B, C, and D), in addition to earning wellness points for the quarterly drawing, you can also work towards earning a discount on the medical insurance premium you pay each paycheck. These points include both the Activity's you log on the website and the points you have earned based on your lab results taken during the mandatory Annual Virtual Wellness Screening. You can view your points earned from each of your lab measurements on the LiGHT Spectrum tool when logged into the website.

Your Activity points must be logged into the website by September 30 for your points to apply towards the discount on your medical insurance premium for the upcoming year.

The number of overall points you have earned at the end of the program year will determine the amount of discount you receive the following calendar year (beginning pay period one). If you are married and your spouse is also on Beacon's Medical Plan, your LiGHT points will be averaged with your spouse's points to determine the premium discount (points include both Activity Points and points earned during the Virtual Wellness Process) for the upcoming year.

Medical Premium Discount Tiers	
Total LiGHT Points	Discount
0-399	No Discount
400-799	5% Discount
800-1000	10% Discount

## LiGHT Spectrum

Your LiGHT Spectrum will provide you with a snapshot of your most recent labs results (if you are on the medical plan and have completed a Virtual Wellness Screening), where your lab results fall into the recommended target range, how many points you have earned for each lab measure, as well as your Total LiGHT Spectrum Points.

### My LiGHT Spectrum ([View LiGHT Activities](#))

Prevention Events	Target	Point Values	Maximum Points	Points	Result	Links
1. Health Risk Appraisal (HRA)	Complete	50	50	50	10/09/2014	
2. Virtual Wellness Screening	Complete	50	50	50	10/09/2014	
Totals			100	100		
Tobacco Status	Target	Point Values	Maximum Points	Points	Result	Links
1. Tobacco Status	Non-Smoker	50	50	50	Former user	<a href="#">I completed a smoking cessation program</a>
Biometric Measures	Target	Point Values	Maximum Points	Points	Result	Links
1. Blood Pressure	≤119/≤79	100	100	100	101/58	
	120-139/80-89	50				
	≥140/≥90	0				
2. Triglycerides	≤150	100	100	100	98	
	151-199	50				
	≥200	0				
3. Glucose	65-99	100	100			<a href="#">Alternative</a>
	50-64 or 100-125	50		50	109	
	≤49 or ≥125	0				
4. Total/HDL Cholesterol Ratio	1-4	100	100	100	3.6	
	4.1-5	50				
	>5	0				
5. Body Mass Index	≤18.5-25	100	100			<a href="#">Alternative</a>
	≤30	50				
	>30	0		0	16.68	
Total Biometric Points (650 possible)		500				
Total LiGHT Activities Points (350 possible)		112				
My Total LiGHT Spectrum Points (1000 possible)		612				

Visit your LiGHT Spectrum often to track your point's progress!

## Reasonable Alternative's

Sometimes no matter how hard we try to bring up our lab results to a healthy range, there seems to be roadblocks that get in the way of making progress. Examples of these roadblocks might be a disability, or even genes. While it may not be possible to reach the results you want to earn your desired LiGHT points, there are Reasonable Alternative's available to assist you in bringing up your points. These **Alternatives** are available to you on the LiGHT Spectrum page when logged into the LiGHT website.

3. Glucose	65-99	100	100			<a href="#">Alternative</a>
	50-64 or 100-125	50		50	109	
	≤49 or ≥ 126	0				
4. Total/HDL Cholesterol Ratio	1-4	100	100	100	3.6	
	4.1-5	50				
	>5	0				
5. Body Mass Index	≤18.5-25	100	100			<a href="#">Alternative</a>
	≤30	50				
	>30	0		0	16.68	



## Prevention

On your LiGHT Spectrum page, click on the ALTERNATIVE (see above image) link next to your lab measure shown in red or yellow. You will be given a list of three e-Learning modules; by completing all three e-Learning modules, your points for that lab measure will increase to the maximum points available and will in turn bring up your total LiGHT points.

## LiGHT Activity's

There are seven wellness categories as part of the LiGHT Program. Beacon believes it's by these seven behavioral based categories combined that overall wellness is achieved. These categories are:

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

While the LiGHT program is not a "one-size fits all" type of program, what it does offer is the opportunity for you and your spouse to develop an individualized program based on what's important to you in your wellness journey.

Under each of these seven categories are various Activities you can participate in to receive LiGHT points. It is not required to complete everything listed to receive maximum points under each category.

The Prevention category is structured to prevent future health risks and disease. Annual screenings are a very important part of well-being as it generates a relationship between you and your healthcare providers and it allows your provider to monitor or potentially catch any health risks you might have now or in the future. The following annual screenings must be confirmed by your health care provider: 1) Annual Physical Exam, 2) Annual Dental Cleaning, and 3) Annual Eye Exam. Please have your health care provider complete the Provider Checklist found on the LiGHT website, then fax your checklist to the number listed on the checklist to receive LiGHT points for your annual screenings (If you are on the Beacon Medical Plan through Meritain, it is not necessary to have your medical provider complete the Provider Checklist, the points you earn for the appropriate screenings will populate automatically). You only need to complete two of the screenings listed to receive the maximum 30 points for having the appropriate age-appropriate tests/exams. *Please discuss with your health care provider the routine screenings that are appropriate for you.*

Prevention Point Opportunities	
Activity	Point Value
Confirmation of Physician reviewed report	10
Complete 2 or more age-appropriate test/exams	30
Tetanus and Flu Vaccination	5
Attend a Lunch & Learn or complete 1 e-Learning lesson on Prevention	5
Meet with a Total Rewards Counselor	10
<b>Available Points</b>	<b>60</b>
<b>Maximum Points possible</b>	<b>50</b>



## Exercise

Of all wellness components, regular daily exercise is the #1 thing you can do to reach your overall well-being goals in every category. Track your cardio exercise and strength training on the wellness website to reach your daily goal.

The recommended level of physical activity is 30 minutes per day, 5 days per week. To receive the maximum 30 LiGHT points allowed for weekly exercise, you must have a minimum of 10 hours of exercise per month. You will receive 15 LiGHT Points for a minimum of 8 hours of exercise per month or 5 LiGHT Points for a minimum of 6 hours of exercise per month.

There are many forms of physical activity that are considered acceptable forms of cardio exercise. These activities include running, walking, biking, swimming, dancing, push-mowing the lawn, group exercise classes, and many more.

The recommended level of strength training is 30 minutes per day, 3 days per week. To receive the maximum 30 LiGHT Points allowed for weekly strength training you must have a minimum of 6 hours of strength training per month. You will receive 15 LiGHT Points for a minimum of 4 hours of strength training per month or 5 LiGHT Points for a minimum of 2 hours of strength training per month.



## Nutrition

Eating the right amount of fruits and vegetables (along with regular exercise) can help reach or maintain a healthy BMI (body mass index) – not to mention they are good sources of vitamins our bodies need (and they taste good, too!).

Strive to include the recommended amounts of fruits and vegetables every day for their nutritional value. The recommended 2-4 servings of fruits and 3-5 servings of vegetables each day can help you achieve your well-being goal and earn you LiGHT points in the Nutrition category.

Not sure how to increase the daily recommended fruits and vegetables into your diet? Schedule to meet with a Nutritionist to learn how to make an eating plan right for you- and you receive 5 LiGHT Points for meeting!

Because the body is made up of 80% water, it's important to consume the recommended daily amounts of water every day for our bodies to function properly. Drinking the daily recommended amounts of 6-8 glasses of water each day can help you reach your well-being goal. Receive the maximum 30 LiGHT Points when logging at least 168 glasses of water drank per month. Receive 15 points when logging at least 144 glasses of water drank per month, or receive 5 points when logging at least 120 glasses of water drank per month.

Nutrition Point Opportunities	
Activity	Point Value
Eat the daily recommended fruits & vegetables	
• Level 1: 180 servings per month	• 30
• Level 2: 140 servings per month	• 15
• Level 3: 100 servings per month	• 5
Drink the daily recommended glasses of water	
• Level 1: 168 glasses drank per month	• 30
• Level 2: 144 glasses drank per month	• 15
• Level 3: 120 glasses drank per month	• 5
Meet with a Nutritionist	5
Complete 1 e-Learning lesson on Nutrition	5
Attend a Lunch & Learn on Nutrition	5
<b>Available Points</b>	<b>75</b>
<b>Maximum Points possible</b>	<b>50</b>

Exercise Point Opportunities	
Activity	Point Value
Strength Training	
• Level 1: 6 hrs. logged per month	• 30
• Level 2: 4 hrs. logged per month	• 15
• Level 3: 2 hrs. logged per month	• 5
Cardio Exercise	
• Level 1: 10 hrs. logged per month	• 30
• Level 2: 8 hrs. logged per month	• 15
• Level 3: 6 hrs. logged per month	• 5
Attend a Lunch & Learn or complete 1 e-Learning lesson on Exercise	5
<b>Available Points</b>	<b>65</b>
<b>Maximum Points possible</b>	<b>50</b>



## De-Stress

Everyone should take time during the day to do something they enjoy, for no other reason than relaxation and stress relief! This activity is different for everyone. For some, it is playing with your kids, for others, it is reading a book or going for a run. The key is to do something that you enjoy, that relaxes you for at least 15 minutes every day. In addition to relaxing—you can actually earn LiGHT Points in this category at the same time! To receive the maximum 30 LiGHT Points, you must have a minimum of 28 days each month where you took 15 minutes to do something you enjoy. You will receive 15 LiGHT points if you have a minimum of 24 days of relaxation time per month and 5 LiGHT Points for a minimum of 20 days of relaxation time per month.



Ensuring you get the proper amount of sleep every night plays a role in how stressed you feel during waking hours. It is recommended that adults have a minimum of 7 hours of sleep per night in order to renew. To receive the maximum 30 LiGHT Points, you must have logged a minimum of 196 hours of sleep per month. To receive 15 LiGHT Points you should have a minimum of 168 hours of sleep per month and to receive 5 LiGHT Points you will need a minimum of 140 hours of sleep per month.

De-Stress Point Opportunities	
Activity	Point Value
Take at least 15 minutes a day to do something “just for you” to relax <ul style="list-style-type: none"> <li>Level 1: 28 days of relaxation logged per month</li> <li>Level 2: 24 days of relaxation logged per month</li> <li>Level 3: 20 days of relaxation logged per month</li> </ul>	<ul style="list-style-type: none"> <li>30</li> <li>15</li> <li>5</li> </ul>
Get the daily recommended hrs. of sleep <ul style="list-style-type: none"> <li>Level 1: 196 hrs. logged per month</li> <li>Level 2: 168 hrs. logged per month</li> <li>Level 3: 140 hrs. logged per month</li> </ul>	<ul style="list-style-type: none"> <li>30</li> <li>15</li> <li>5</li> </ul>
Take ONE full week of vacation	5
Take TWO weeks of vacation (at least one full consecutive week)	10
Attend a Lunch & Learn or complete 1 e-Learning lesson on De-Stress	5
<b>Available Points</b>	<b>80</b>
<b>Maximum Points possible</b>	<b>50</b>

## Mind

In addition to regular exercise, there are many ways you can keep your brain strong and healthy when participating in activity's in this category.

Routinely engage in challenging novel activities that require complex thinking and focused attention, such as doing puzzles regularly, learning a new language or musical instrument, and even weekly meditation not only adds to your cognitive health but you earn LiGHT Points as well! You can also earn LiGHT Points for taking a class or seminar that educates you in a way that challenges you or teaches you to think differently.



Participate in groups or events which make you feel good and support a sense of belonging and community to earn LiGHT Points and increase Vitality.

Mind Point Opportunities	
Activity	Point Value
Do a Crossword Puzzle, Sudoku or Takegaki once a week	10
Do a type of puzzle that challenges you to focus and think differently than usual once a week	10
Learn a new language this year	15
Take a continuing education class	5
Take lessons to learn a new instrument	15
Engage in an on-line cognitive fitness program (Such as Lumosity, FitBrains, MindFit, Art Dealer) for 30 min. a week or more	10
Practice mindfulness meditation at least 3x per week	10
Attend a Lunch & Learn or complete 1 e-Learning lesson or webinar on Brain Health	5
<b>Available Points</b>	<b>80</b>
<b>Maximum Points possible</b>	<b>50</b>

## Community

Giving of yourself and your time to others you enjoy being around is not only personally refreshing, but you can earn LiGHT Points, too!

Taking care of your health by taking time to spend with a group you connect with-whether it is a book club, church group, or just a few friends together for dinner and laughs generates social ties you need for health and longevity.

Tracking the time you spend with those you enjoy and your volunteer initiatives, mentoring, donations to a not-for-profit organization of choice, and even blood donations all qualify for LiGHT Points. While not all activities are required to be completed regularly, by participating at least once you can earn maximum points for each activity you participate in.

Community Point Opportunities	
Activity	Point Value
Donate Blood or Plasma at least once	10
Mentor or Volunteer at least once	10
Donate to a Not-for-profit of choice (food bank, charity, etc.)	10
Regular attendance in some group activity with others you enjoy (Church, Temple, book club, a professional association meeting, coffee group, etc.)	20
Volunteer on a Board	15
Attend a Lunch & Learn or complete 1 e-Learning lesson on Community involvement	5
<b>Available Points</b>	<b>55</b>
<b>Maximum Points possible</b>	<b>50</b>

## Financial

Managing personal finances is at times challenging and not always easy to talk about with family and friends we are closest with. Having a roadmap to follow can assist in helping to maintain or get your personal finances under control. Keeping your finances balanced starts with a few important goals. By participating in the activity's listed under this category you can reach your financial goals. These activities include:

- Attend a Beacon Retirement Event
- Meet with a Transamerica Representative or Financial Advisor
- Contribute 10% to your Retirement account
- Elect a beneficiary for both your Life Insurance and Retirement Plans
- Implement or maintain a Personal Budget
- Paid off a Personal Loan this year
- Have a 3-6 month Emergency Fund saved

As you complete these financial activities, remember to log them on the wellness website for LiGHT points.



Financial Point Opportunities	
Activity	Point Value
Attend a Beacon Retirement Event or Workshop	5
Meet with the Transamerica Retirement Representative or a Financial Advisor	5
Contribute 10% to your Retirement Savings Plan	15
Have a Beneficiary on file for Life Insurance and Retirement Plans	5
Implement/Maintain a Personal Budget	15
Paid off a personal loan this year	5
Have 3-6 month Emergency Fund saved	15
Attend a Lunch & Learn or complete 1 e-Learning lesson on Personal Finances	5
<b>Available Points</b>	<b>70</b>
<b>Maximum Points possible</b>	<b>50</b>

## Lunch & Learn

To assist you in reaching your wellness goals, there will be various topics held surrounding the seven wellness categories through the LiGHT Program. The LiGHT Program has partnered with a number of Beacon Department's to offer fun and informational onsite Lunch & Learns. 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. While the majority of the Lunch & Learns are held onsite, there are opportunities also available off site and through webinars.

A list of scheduled Lunch & Learns can be found on the monthly LiGHT Motivation Calendar sent by email from Human Resources and found on the Human Resources website on the LiGHT tab, the Beacon Beam, and Beacon intranet site. Look for this symbol for LiGHT approved events taking place around Beacon throughout the year.



## Resources

You don't necessarily need to seek out services available to assist you on your wellness journey; there are many services available within Beacon. We have gathered all of these resources for you in one convenient place, the LiGHT Resources Guide. You can find this Guide on the Human Resources website under the LiGHT tab. Take advantage of the services that are available to you and your family at no cost or discounted prices!

## Contacts

### **Beacon Health System**

Wellness Coordinator, Dawn Gillispie  
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### **Circle Wellness**

Website: [beacon.circlewell.com](http://beacon.circlewell.com)  
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