

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 category's 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 a CHA 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.

Health Discovery Center

The Health Discovery Center offers free blood pressure screenings and education regarding any concerns individuals might have regarding their cholesterol, high blood pressure, or other conditions that may contribute to cardiovascular disease.

The center also offers additional cholesterol screenings. For \$40.00, individuals can have a full lipid panel screening and risk assessment. Blood Sugar (Glucose) screenings are also available for \$10.00.

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.

[Health Discovery Center](#)

The Health Discovery Center at Beacon offers a six-week smoking cessation program. The cost of the program is \$25. Program participants can choose to go through the program individually, or in a group setting.

[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.

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 the Health & Lifestyle Center, 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 10% discount off the one time drop in fee or \$35 per month 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 directed to (574) 903-5355 or emailed jazzercise.elkhart@gmail.com.

[Nutrition & Exercise 101](#)

Led by Registered Dietitian and a Personal Trainer at the Elkhart General location, this class offers proven weight control techniques. No special diet or food supplements. No unrealistic exercise demands. The program is one-and-a-half hours per week for seven weeks. Cost of the program is \$109 for an individual and \$160 for a couple. Call (574) 523-3444 to schedule.

[Health & Lifestyle Center](#)

Beacon offers a state of the art fitness center; The Health & Lifestyle Center (HLC) offers a variety of ways to achieve a healthy fitness level. *Full and part time associates of Beacon, as well as household family members receive a waived enrollment fee and 50% discount on monthly dues. Per Diem associates and household family members receive a waived enrollment fee and 20% off of monthly dues. All associates and household family members also receive 20% off of any products, programs or services offered by the Health & Lifestyle Center.*

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.
- Professional consultation and instruction from your own personal trainer is also available.

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 the Health & Lifestyle Center.

For more information regarding all that the Health & Lifestyle Center has to offer, please call (574) 647-2653.

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 |



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 the Memorial 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.

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.

[Health & Lifestyle Center](#)

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.

The Health & Lifestyle Center 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. For more information, contact (574) 647-2653.

[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.

[Health Discovery Center](#)

The Health Discovery Center also offers FREE height, weight, body fat, and Body Mass Index (BMI) checks for anyone who is interested.

Also available through Health Discovery Center is a Weight Management Program, this program is a six session program to assist participants with a diet plan suitable for them. Cost of this program is \$50.00

[New Directions](#)

New Directions at Elkhart General Hospital has a well-established medically supervised weight loss program that succeeds through Emotional Mastery. New Directions focuses on your thoughts and emotions while also addressing nutrition and exercise. Its multidisciplinary team of Nurse Practitioners, Registered Dietitians, Personal Trainers and other health professionals guide you every step of the way. There's a



program for you whether you need to lose a little or a lot. Stop by the New Directions office on the Third Floor of the Main Hospital and see the success stories that decorate their walls. New Directions can be reached at (574) 523-2750

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.

Weight Loss & Bariatric Surgery Center

The Memorial 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.

Lifesteps: The Lifesteps Weight Management program allows participants to meet in a group classroom setting to discuss weight management issues. The cost of the 14-week program is \$195.00.

Individual Consultations: For those people who prefer a one-on-one setting, the Weight Management Program offers participants the chance to meet individually with a Registered Nurse to work toward their healthy weight goals. Participants pay \$50 for the six-week program.

Individual Non-Surgical Weight Loss Programs: In addition to the Why Weight? Program with protein supplements, the Bariatric Center also offers individual weight loss options.

12-Week Program: In this program, non-surgical participants meet with members of the Bariatric Center staff over a 12-week time period to develop a healthy strategy towards weight loss and weight control.

A Nurse Practitioner meets with the participant for an initial medical assessment, and again at the end of the program for an exit interview.

A Dietitian meets with the participant for an initial nutrition consultation, metabolic testing, and weekly appointments throughout the 12-week program.

An Exercise Physiologist will initially meet with participants for a one-hour fitness assessment, and then again for one follow-up appointment.

The total cost of this individual program is \$550.00. A 6-week program is also available for \$275.00

Individual Consultations: For people who do not want to participate in a group or individual programs, one time consultations are also available. The following menu of items is available on an individual consultation basis:

- A one time metabolic test is available for \$60.
- A metabolic test combined with an individualized meal plan and one follow-up visit with a dietitian is offered for \$106.

LEARN: This program incorporates the latest cognitive restructuring principles designed to help individuals to change their thoughts, to be at peace with food, and to lead a more physically active life.

This is a 12 week program and meets weekly in a group setting. A Registered Dietician discusses cognitive restructuring and relationships with food and the nutritional value. Cost of the program is \$550 for surgical patients and includes a one-on-one hour long visit with the Registered Dietitian prior to beginning the class.

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).

[Bariatric & Metabolic Institute at Elkhart General Hospital](#)

The Bariatric & Metabolic Institute at Elkhart General offers a comprehensive and customized approach to weight loss using nutrition, exercise, and behavior modification to help you manage weight and develop lifelong habits to sustain a healthy lifestyle!

Medically Supervised Weight Loss Programs:

There are two medically supervised weight loss programs offered through the Bariatric & Metabolic Institute, designed for those looking to lose weight and improve overall health. Participants receive an initial comprehensive physical, risk assessment, and personalized wellness plan created by a nurse practitioner and registered dietitian.—Based on your weight loss goals and health conditions, the BMI staff will help you choose which method of weight loss is right for you.

Exercise Program:

The Bariatric & Metabolic Institute (BMI) offers a free 60-minute exercise class on Wednesday evenings for participants. The class is led by an experienced instructor who will build upon your current level of fitness and health conditions. Participants also have access to a 24-hour exercise facility located in the West Wing.

Weight Loss Maintenance Programs:

Support from the Bariatric and Metabolic Institute (BMI) does not end when you meet your goal weight. We offer support groups, classes, and follow-up as needed to help you maintain your weight loss.

Weight Loss Seminars:

Monthly informational seminars are offered the first Monday of every month in Auditorium B at 5:00 pm for those who are interested in learning more about program options.

For more information, call (574) 523-3264.

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.

[Health Discovery Center](#)

Health Discovery Center offers massages during their normal business hours of 8:00 am to 4:30 pm. Massages are available in 30-minute, 45-minute, or 60-minute sessions. Call the Health Discovery Center at (574) 647-6880 to schedule an appointment.

[Health & Lifestyle Center](#)

The Health & Lifestyle Center 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!



[BrainWorks](#)

Finding a stress management system that works for you is important. BrainWorks offers several programs which alleviate stress or teach techniques for managing stress. And, if you are one of the folks that find that your memory is not as sharp when you're stressed, be sure to check out the class offered on brain health and stress management.

[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 FREE to associates and their eligible dependents. For an appointment, please contact New Avenues toll-free at 1-800-731-6501 or go on-line to www.newavenuesonline.com (Beacon associates use employer code EAP to log in).

HeartMath

The Department of Human Resources (Organizational Effectiveness) has certified trainers in HeartMath Workshops. The Transforming Stress Workshop is designed to help associates rapidly develop coherence, which in turn, drives the new behaviors needed to achieve breakthrough, sustainable results for organizational *excellence* and a healthier and better life. You will learn practical tools, techniques and technologies that boost performance, quality of care and health while reducing stress.

You may also purchase the **emWave Personal Stress Reliever**. The **emWave** is a mobile stress relief system that is effective as well as entertaining and can help you balance emotions, mind, and body. It provides an innovative and practical solution for better dealing with stressful feelings like anxiety, sadness and overwhelm. Contact one of the departments listed for pricing.

The **emWave** may be purchased at BrainWorks, Health & Lifestyle or Beacon Health Ventures. Associates will receive a 20% discount off the cost. The **emWave** may be purchased independent of taking the Transforming Stress Workshop but for those who take the workshop, a discount coupon is also available towards the purchase price.

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.

Beacon 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.

Greenpath Services

GreenPath Debt Solutions, a not-for-profit accredited credit counseling agency for budgeting and debt management assistance, is available to associates and their family members. Associates may use 1 of their 8 EAP counseling visits from New Avenues for a referral to GreenPath Debt Solutions.

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.

GEM

Beacon's associate giving program, GEM, assists eligible associates with scholarship funds for out of pocket expenses in order to continue their education. Contact Gem at 574-647-2939 for more information.

BrainWorks

BrainWorks at Beacon Health System offers many classes, workshops, seminars, group activities, webinars, educational opportunities, and even one-on-one coaching resources. In some cases, just participating in a program is a brain healthy activity! BrainWorks is designed for participants of all ages. The best way to stay posted on what is being offered by BrainWorks is to join their mailing list by calling (574) 647-6628 or by viewing their monthly schedule posted at www.memorialbrainworks.com.

BrainWorks offers diverse programs to support a healthy brain for today and tomorrow. Programs offered include:

- Mindful Yoga for Flexibility, Strength and Stress Relief
- Three Steps To Better Brain Health
- Developing Mindfulness
- Anticipating Stress and Reducing its Impact
- Healthy Baby Brain Development
- A Peek Inside Your Teen's Brain
- Your Brain and Efficiency: Work Smarter, Not Harder
- The Upside of Aging
- What Research Says about Dementia Prevention
- Lifestyle Habits of Resilient Minds
- Attention and Focus: Does Your Technology Help or Hurt?

Beacon encourages all associates and their families to take small and consistent steps to live a brain healthy lifestyle. While a lot of the services are free to associates, those services which have a cost associates qualify for a 20% discount on all programs offered by BrainWorks.



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 www.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. Find out more at foundation.qualityoflife.org/ways-to-give/gem.

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.

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!

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
- www.heart.org
- www.sparkpeople.com
- 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

Customer Service Line: 866-682-3020 x-204

Fax Number: 800-887-9879