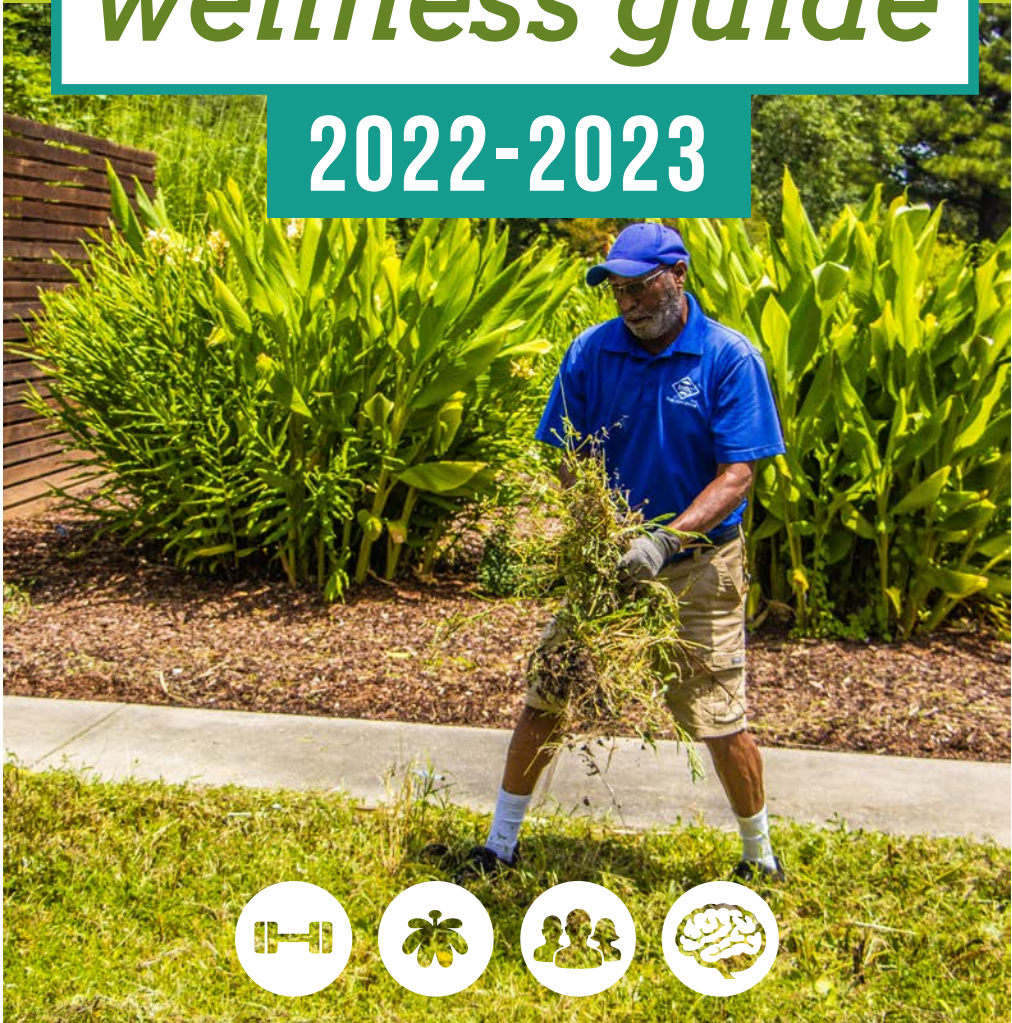




EMPLOYEE

wellness guide

2022-2023



WELL-BEING WHILE AT WORK

The BREC Employee Wellness Program is designed to help you live a healthier lifestyle, manage and lower your health risks and keep a focus on greater overall well-being. All BREC employees covered under the health plan are eligible to participate. Participation is not mandatory, however you will not be eligible for the preferred premium rate if you do not meet the minimum requirements listed in this guide.



GUIDE OUTLINE

PAGE 3 BREC's Employee Wellness Program History

PAGE 4 Preferred Premium Program Overview

PAGE 5 Customized Wellness Program Details

FOR INSURED EMPLOYEES ONLY:

Although participation is totally voluntary, if you choose not to participate, your health insurance premium will **increase by \$20 per pay period (effective 1/1/2023)**

PAGE 6 Wellness Activities + Timeline

PAGE 6-9 Wellness Coaching Visits

All full-time employees are encouraged to actively participate in the wellness program

PAGE 10-11 FAQs

PAGE 12-14 BlueCross BlueShield Program Insights

PROGRAM HISTORY + FUTURE



2010-2022 12TH YEAR OF BREC WELLNESS PROGRAM

The BREC employee wellness program was developed and implemented to offer BREC employees an opportunity to improve upon and maintain their health and quality of life. BREC partnered with SB Wellness Group to provide employees with customized programming options geared toward the specific areas of health that need improvement. The wellness program is an avenue for employees to achieve better, more healthful living.

OUTSTANDING STATS SINCE START OF PROGRAM



BREC has had **85 to 95% of employee participation** in Open Enrollment for the past 7 years.

For those employees who completed both 2020 & 2021 Open Enrollment screening:

- ▼ 59% had a positive trend in BMI (either lost or maintained their body weight)
- ▼ 56% LOWERED their Total Cholesterol
- ▼ 58% LOWERED their Triglycerides
- ▼ 52% Lowered their Blood Glucose

BREC'S FUTURE WELLNESS PROGRAM GOALS

01 Continue to provide exemplary wellness services to BREC employees that improve productivity, employee engagement, and satisfaction.

02 Offer customized wellness that helps improve health status of employees and reduces healthcare costs.

03 Be a leader in the Baton Rouge community in the arena of health and well-being and attract the best talent.

EMPLOYEE PREFERRED PREMIUM PROGRAM

01

Deadline **December 31, 2022**

BIOMETRIC HEALTH SCREENING

Get your Biometric Health Screenings at Open Enrollment, at the makeup health fair or in the comfort of your personal health care provider's office.

Onsite Biometric Screening:

The goal is to give you information about your health in an easy, convenient and private manner. You will complete a simple registration and personal health questionnaire followed by a lipid panel plus blood glucose test (done with a simple finger stick), weight risk assessment, and blood pressure reading.

02

Deadline **December 31, 2022**

INITIAL HEALTH COACHING

Complete your initial coaching session with SB Wellness Staff during open enrollment.

Initial Coaching Session:

Immediately following your biometric screening you will meet with a health coach for an Individualized consultation and health coaching to discuss results and wellness goals. You will receive a full report of your results, coaching recommendations and health and wellness goals.

03

Deadline **August 22, 2023**

ADDITIONAL HEALTH COACHING + CUSTOMIZED WELLNESS PROGRAMMING

All participants must complete **at least ONE additional health coaching session with SB Wellness Group**. In addition, you are required to complete the customized program for you.

04

CUSTOMIZED PROGRAMMING



All participants must complete at least ONE additional health coaching session with SB Wellness Group. These sessions will be offered on-site, once per quarter (February, May & August). In addition, program participants insured under BREC's Blue Cross Blue Shield health insurance plan will be guided to complete a customized wellness program. Your wellness coach at the 2022 health fair will guide you to the appropriate program options.

ADDITIONAL COACHING OR WELLNESS ACTIVITY

SB Wellness Coaches will be onsite once per quarter (schedule on pages 8-9). You must complete at least one quarterly coaching session unless your wellness coach advises you otherwise at your 2022 onsite health fair.

OR

PERSONALIZED HEALTH COACHING PROGRAM

You may qualify to participate in monthly on-site personalized coaching sessions in 2023. If you do, you must participate in four of the seven months offered (schedule on pages 7-9).



SB Wellness Group Coaches will be on-site most months to coach you one-on-one to help you make significant lifestyle and behavior changes. Your coach will assist you in setting realistic goals and answer your health and wellness questions. You will find out if you qualify for this program from your coach at your 2022 health fair appointment.

ADDITIONAL WELLNESS ACTIVITIES

Complete at least one of the following wellness activities by each quarterly deadline date:

- + PARTICIPATE IN MONTHLY METABOLIC RISK REDUCTION PROGRAM WITH SB WELLNESS GROUP (REQUIRED FOR THOSE WITH THREE OR MORE RISK FACTORS) Deadline **August 31, 2023**
- + PARTICIPATE IN A LOCAL FUN RUN, RACE, ETC. (BRING REGISTRATION OR NUMBER FOR PROOF)
- + ANY ANNUAL SCREENING (EYE, DENTAL, SKIN CANCER SCREENING, GENDER SPECIFIC | MUST PROVIDE PROOF)
- + WORK OUT AT A GYM AN AVERAGE OF TWO TIMES A WEEK (MUST PROVIDE PROOF)
- + MEET ANY MEASURABLE GOALS AT YOUR QUARTERLY ASSESSMENTS (WEIGHT, WAIST, BLOOD PRESSURE)

PROGRAM TIMELINE

IF YOU FEEL LIKE YOU PARTICIPATE IN A WELLNESS ACTIVITY THAT QUALIFIES, SEE SHANDA CROSBY IN HR FOR APPROVAL.

NOVEMBER 2022

Open Enrollment
Biometric Screening
Initial Wellness Coaching

JANUARY 2023

Personalized Coaching Sessions

FEBRUARY 2023

Quarter 1 Wellness Coaching
Up Your Strength Challenge

APRIL 2023

Personalized Coaching Sessions

MAY 2023

Quarter 2 Wellness Coaching
Up Your Flexibility Challenge

JULY 2023

Personalized Coaching Sessions

AUGUST 2023

Quarter 3 Wellness Coaching
Up Your Ante Weight Loss Challenge



January

January visits are for the **monthly coaching participants** (those who were guided to complete this program at the November health fair) only - one-on-one coaching and curriculum and goal setting.

LOCATION	DATE	TIME
Oak Villa Maintenance Shop	January 3	6:30-7:30 a.m.
Farr Maintenance Shop	January 4	6:30-7:30 a.m.
Forest Park Maintenance Shop	January 5	6:30-7:30 a.m.
Burbank Maintenance Shop	January 9	6:30-7:30 a.m.
Plank Road Maintenance Shop	January 10	6:30-7:15 a.m.
Baton Rouge Zoo	January 10	9-10 a.m.
Horse Activity Center @ Farr Park	January 11	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	January 12	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	January 13	10 a.m.-12 p.m.

February

February visits are considered a **quarterly assessment and everyone in the program participates**; blood pressure and weight risk assessment checks, as well as one-on-one coaching.

LOCATION	DATE	TIME
Farr Maintenance Shop	February 1	6:30-7:30 a.m.
Forest Park Maintenance Shop	February 2	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	February 3	10 a.m.-12 p.m.
Burbank Maintenance Shop	February 6	6:30-7:30 a.m.
Greenwood Maintenance Shop & Arboretum	February 7	6:30-7:30 a.m.
Plank Road Maintenance Shop	February 7	6:30-7:15 a.m.
Baton Rouge Zoo	February 7	9-10 a.m.
Horse Activity Center @ Farr Park	February 8	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	February 9	6-8 a.m.
Oak Villa Maintenance Shop	February 14	6:30-7:30 a.m.

March

March visits are for the **monthly coaching participants** (those who were guided to complete this program at the November health fair) only - one-on-one coaching and curriculum and goal setting.

LOCATION	DATE	TIME
Farr Maintenance Shop	March 1	6:30-7:30 a.m.
Forest Park Maintenance Shop	March 2	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	March 3	10 a.m.-12 p.m.
Burbank Maintenance Shop	March 6	10 a.m.-12 p.m.
Plank Road Maintenance Shop	March 7	6:30-7:15 a.m.
Greenwood Maintenance Shop & Arboretum	March 7	6:30-7:30 a.m.
Baton Rouge Zoo	March 7	10 a.m.-12 p.m.
Horse Activity Center @ Farr Park	March 8	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	March 9	6:30-7:30 a.m.
Oak Villa Maintenance Shop	March 14	6:30-7:30 p.m.

April

April visits are considered a **quarterly assessment and everyone in the program participates**; blood pressure and weight risk assessment checks, as well as one-on-one coaching.

LOCATION

DATE

TIME

Burbank Maintenance Shop	April 3	6:30-7:30 a.m.
Oak Villa Maintenance Shop	April 4	6:30-7:30 a.m.
Farr Maintenance Shop	April 5	6:30-7:30 a.m.
Forest Park Maintenance Shop	April 6	6:30-7:30 a.m.
Plank Road Maintenance Shop	April 11	6:30-7:15 a.m.
Greenwood Maintenance Shop & Arboretum	April 11	6:30-7:30 a.m.
Baton Rouge Zoo	April 11	9-10 a.m.
Horse Activity Center @ Farr Park	April 12	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	April 13	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	April 14	10 a.m.-12 p.m.

May

May visits are for the **monthly coaching participants** (those who were guided to complete this program at the November health fair) only - one-on-one coaching and curriculum and goal setting.

LOCATION

DATE

TIME

Burbank Maintenance Shop	May 1	6:30-7:30 a.m.
Oak Villa Maintenance Shop	May 2	6:30-7:30 a.m.
Farr Maintenance Shop	May 3	6:30-7:30 a.m.
Forest Park Maintenance Shop	May 4	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	May 5	10 a.m.-12 p.m.
Plank Road Maintenance Shop	May 9	6:30-7:15 a.m.
Greenwood Maintenance Shop & Arboretum	May 9	6:30-7:30 p.m.
Baton Rouge Zoo	May 9	9-10 a.m.
Horse Activity Center @ Farr Park	May 10	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	May 11	6-8 a.m.





July

July visits are for the **monthly coaching participants** (those who were guided to complete this program at the November health fair) only - one-on-one coaching and curriculum and goal setting.

LOCATION

DATE

TIME

Burbank Maintenance Shop	July 10	6:30-7:30 a.m.
Oak Villa Maintenance Shop	July 11	6:30-7:30 a.m.
Farr Maintenance Shop	July 12	6:30-7:30 a.m.
Forest Park Maintenance Shop	July 13	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	July 14	10 a.m.-12 p.m.
Plank Road Maintenance Shop	July 18	6:30-7:30 a.m.
Greenwood Maintenance Shop & Arboretum	July 18	6:30-7:30 a.m.
Baton Rouge Zoo	July 18	9-10 a.m.
Horse Activity Center @ Farr Park	July 19	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	July 20	6:30-7:30 a.m.

August

August visits are considered a **quarterly assessment and everyone in the program participates;** blood pressure and weight risk assessment checks, as well as one-on-one coaching.

LOCATION

DATE

TIME

Oak Villa Maintenance Shop	August 1	6:30-7:30 a.m.
Farr Maintenance Shop	August 2	6:30-7:30 a.m.
Forest Park Maintenance Shop	August 3	6:30-7:30 a.m.
Womack Administrative Building <i>Interactive Warehouse</i>	August 4	10 a.m.-12 p.m.
Burbank Maintenance Shop	August 7	6:30-7:30 a.m.
Greenwood Maintenance Shop & Arboretum	August 8	6:30-7:30 a.m.
Plank Road Maintenance Shop	August 8	6:30-7:15 a.m.
Baton Rouge Zoo	August 9	9-10 a.m.
Horse Activity Center @ Farr Park	August 10	1-2 p.m.
North Sherwood Maintenance Shop <i>Trades A&B, Special Services, Tree Crew & CIP</i>	August 11	6-8 a.m.

FREQUENTLY ASKED QUESTIONS

WHO CAN PARTICIPATE IN THE WELLNESS PROGRAM?

ALL FULL-TIME EMPLOYEES can participate in the program. Although the premium requirements only impact those insured under the health plan, all full-time employees are encouraged to participate.

HOW DO I GET STARTED WITH THE PROGRAM? The best way to get started is to attend the initial health fair and biometric screening during open enrollment. If you miss the health fair or become employed after open enrollment, you can still begin participating in the program during any of the scheduled visits listed on pages 7-9.

WHAT IS THE PURPOSE OF THE BIOMETRIC SCREENINGS + WELLNESS COACHING?

SB Wellness Group will help you identify and flag health risks and any issues you wish to address. You will be provided with reports on results during each visit. SB Wellness Coaches will guide you to set individual lifestyle and behavior change goals like quitting smoking, losing weight or improving dietary needs. Your coach can also provide resources and referral where needed. Coaching will help you focus on lifestyle changes that will improve your health status, better manage any current disease states, and encourage healthy lifestyle change. Your health coach can help you make incremental, but meaningful changes that will improve your overall well-being.

DO I HAVE TO GET MY COACHING SESSION AT THE LOCATION CLOSEST TO ME OR MAY I OPT TO VISIT ANOTHER SITE LOCATION?

You can attend the coaching and quarterly sessions at any of the locations listed in the schedule on pages 7-9. If you miss a session at your location, you can attend another.

If you are unable to meet a standard under the wellness program, contact SCROSBY@BREC.ORG to request a reasonable accommodation to achieve the wellness incentive through a different method.

DO I PAY FOR COACHING SESSIONS? All requirements and activities included in the BREC Employee Wellness Program are offered free of charge to all full time employees. BREC cares about the health of their employees and the coaching sessions are offered as an additional employee benefit in order to support you in lowering your health risks and achieving a healthier lifestyle.

ARE SCREENING + COACHING SESSIONS ONE-ON-ONE OR GROUP SESSIONS? All screening and coaching sessions are done individually. Your biometric and quarterly screenings are kept private and confidential. SB Wellness takes all necessary steps to make the process comfortable and secure. Your coaching sessions are all done one-on-one with only your coach. Your results and coaching notes are not shared with any other BREC employees or administration.





Louisiana

PROGRAM INSIGHTS

BREC

2022 Wellness Program

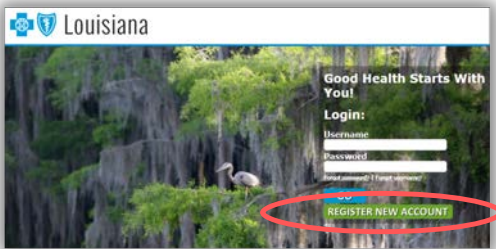


BREC cares about your health! A Personal Health Assessment (PHA) is a short online questionnaire to gauge your health status and to provide additional Blue Cross and Blue Shield resources to improve your wellbeing. BREC employees covered under the health plan are required to **complete a PHA before December 31, 2022** to be eligible for the preferred premium health insurance rate.

COMPLETE AN ONLINE PERSONAL HEALTH ASSESSMENT (PHA) BEFORE 12/31/22.

Visit www.bluewellnessla.com and login. Complete all required fields.
If you need assistance with your username or password, email wellnessinfo@bcbsla.com.

If you've yet to register for a BCBS wellness portal account, create one today!
Visit www.bluewellnessla.com and click *Register New Account*. Complete all required fields.
Enter 77290FF4 as the Location Code.




Complete your Personal Health Assessment (PHA):
Click *Take Your PHA* in the top left-hand corner of the moving widgets. Click *Continue*.





Louisiana

PROGRAM INSIGHTS

 Louisiana | [Blue365](#)

Join Blue365[®] for Health and Wellness Discounts!

Register at www.Blue365deals.com/BCBSLA for standing discounts from top-name national vendors. While you're there, sign up for weekly emails with special time-limited offers you can take advantage of in the moment.



Questions? help@bcbsla.com

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Sign up for
FREE!



Louisiana

PROGRAM INSIGHTS



 omada for Prevention

Get healthy your way



Create lasting change with Omada® for Prevention.
All at no cost to you.

What you'll get with Omada:

- ✓ A plan built around you
- ✓ Dedicated health coach
- ✓ Wireless smart scale
- ✓ Interactive weekly lessons

Do what works for you

Find healthy habits and routines that work for you.

24/7 access to support

From weekly lessons to online community, get all the tools you need to face any challenge head-on.

You decide what 'healthy' means

Try new things you actually enjoy, rather than avoiding foods you "can't eat" or things you "shouldn't do."

The best part?

If you or your spouse or adult dependent are enrolled in a Blue Cross and Blue Shield of Louisiana health plan and at risk for type 2 diabetes or heart disease, Blue Cross will cover the entire cost of the program.

It only takes a few minutes to get started:

go.omadahealth.com/bcbsla

With Omada, there's
a program for you



Weight loss &
overall health



**THANK YOU FOR
EVERYTHING YOU DO!**



QUESTIONS OR INFORMATION:
SHANDA CROSBY, HUMAN RESOURCES

6201 Florida Boulevard, Baton Rouge, LA 70806

 (225) 273-6430 EXT 1392  (225)273-7393

 scrosby@brec.org

