

# 2024 Teammate Wellness Program

Empowering YOU to Enliven Your Overall Health and WELL-BEING

## WHAT IS THE TEAMMATE WELLNESS PROGRAM?

In alignment with our organization's initiative to foster a culture of Well-being, our Teammate Wellness Program offers monetary motivation to teammates who resource themselves and actively take steps to support their overall health and wellness through evidence-based practices and holistic interventions.

## HOW DO I PARTICIPATE?

Participation documentation should be uploaded via our [Wellness Program Form](#) or dropped off at the Morganton or Valdese Campus Human Resources office during office hours.

## HOW DO I QUALIFY FOR INCENTIVE PAYOUTS?

Any UNC Health Blue Ridge teammate enrolled in a Blue Ridge Medical plan qualifies to participate in the monetary payout incentive (up to \$650 annually).

## WHEN WILL I RECEIVE MY PAYOUTS?

Teammates will receive quarterly payouts based on submitted and approved documentation of their wellness program activities. Activity documentation must be submitted no later than 15 business days before the payout date. Payouts for documentation received after the 15-day mark will be pushed to the next payout date.

**2024 PAYOUT DATES:** April 11<sup>th</sup>, July 4<sup>th</sup>, October 10<sup>th</sup>, and December 5, 2024.



## WELLNESS PROGRAM ACTIVITY – INCENTIVE EARNING BREAKDOWN

**WHAT:** ANNUAL PROVIDER WELLNESS VISIT

**PAYS:** \$250.00

**CRITERIA:** One payout per calendar year.

**WHAT:** PREVENTATIVE CARE SCREENINGS

**PAYS:** \$50.00

**CRITERIA:** One payout per screening up to \$150 per calendar year.

**WHAT:** WELL-BEING ACTIVITIES

**PAYS:** \$25.00

**CRITERIA:** One payout per activity up to \$250 per calendar year.

# WELLNESS PROGRAM ACTIVITIES

## ANNUAL PROVIDER WELLNESS VISIT

This visit typically involves a comprehensive check-up with your healthcare provider to assess your overall health. It may include preventative screenings, discussions about lifestyle and health habits, and an opportunity to address any questions or concerns. The goal is to promote well-being, detect potential health issues early, and establish a collaborative relationship between you and your healthcare provider.

## WELL-BEING ACTIVITIES

### ***Physical, Social, Spiritual***

Exercise Tracking (i.e.: strength, flexibility, aerobic, interval), Join a group based on your interests. Engage in volunteer work. Participate in outdoor activities (i.e.: hiking, jogging, swimming, rock climbing, kayaking, etc.). Practice healthy. Track healthy sleep patterns. Complete meal journaling. Participate in local community events. *Submit documentation illustrating 30 days of completed activities.*

Massage Therapy. Yoga. Tai Chi. Walking Meditation. Mindfulness-Based Stress Reduction. Acupuncture. Facial. Skin Treatment. *Submit documentation noting the session's participation.*

### ***Mental & Emotional***

Use Headspace Care – Employee Assistance Program, the Headspace App. Join and Participate in an Employee Resource Group (ERG). *Share only if you have “Joined, Utilized, or Actively Participate In” one of these resources. Specific details or documentation illustrating the action is NOT required for this category.*

### ***Financial***

Financial, Investment, Retirement, Estate Planning. Debt Management. Healthcare Planning (i.e.: Advanced Directive). *Submit documentation illustrating planning session participation/class completion.*

### ***Intellectual***

Stress First Aid Training, Learning Management System (LMS) courses that relate to holistic well-being via the UNC Health Intranet. *Submit documentation illustrating session completion.*

## PREVENTATIVE CARE SCREENING

Mammograms. Colonoscopy. Pap smear test. Blood work-up. Lipid panel. Diabetes. Clinical skin examination. Counseling on topics such as quitting smoking, losing weight, eating healthfully, reducing alcohol use.

The Preventative Care Screenings and Well-being activities listed above are **examples**.

You are not limited to only these options.

If there are activities that fit into one of the well-being domains noted below that you would like the team to consider for approval, simply call or send us an email at [BRWellBeing@unhealth.unc.edu](mailto:BRWellBeing@unhealth.unc.edu).

This Wellness Program has been designed to enhance **your overall health and wellness** by tapping into key aspects of the well-being domains: *Physical, Intellectual, Spiritual, Social, Emotional, Mental, and Financial.*