

2020 Wellness Works Offerings for Florida Blue Members!

Rewards and Incentives Inside!



2020 ~ FSM Members Wellness Map ~2020



At Freedom Senior Management, we care about you and your wellness journey! Because of this, we offer opportunities for members (enrolled in FSM medical benefits) to *take a next step or even a first step* in that direction. This year, we have opportunities for you! Enclosed is a 'Roadmap' of those offerings. Please see Human Resources should you have questions!

<p>Wellness Discount</p> <p>Submit bloodwork (must be within six months of enrollment) to HR during our annual open enrollment or within 60 days of new hire enrollment. If you meet 4 out of 5 wellness measurements, you will receive a discount on your health insurance!</p>
<p>Tobacco Free Discount</p> <p>Annual certification that you, and if applicable, your spouse is Tobacco Free. Submit certification at our annual Open Enrollment or at your new hire benefits enrollment for a discount on your health insurance!</p>
<p>Fitness Reimbursement</p> <p>This is a quarterly program requiring at least 12 approved fitness activities per quarter. Did you know that the reimbursement is \$97.50 every 3 months! That's \$390 per year!</p>
<p>FREE Gym/Fitness Membership Options</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid gray; padding: 2px;">For All Employees!</div>  </div> <p>Sarasota Bay Club Employees:</p> <div style="display: flex; justify-content: space-around; align-items: center;">  </div> <p>Jacaranda Trace employees:</p>

<p>Financial Wellness Series</p> <p>Find financial freedom! This three-part series is designed to help you deal with debt, understand budgeting and save for the future. Participants who complete this series will receive the best-selling book by Dave Ramsey 'The Total Money Makeover'!</p>
<p>Fitness Challenge</p> <p>Participation in a qualifying event (ex: 5K walk) earns you a \$50 reward! You will also receive a coveted Wellness Works Tervis Tumbler!</p>
<p>21 Days of Self-Care Challenge</p> <p>We all need a little rest and relaxation...to refresh our minds and bodies. Practice 21 of 31 self-care acts during this 60-day challenge. Complete this activity and you will receive a \$25.00 gift card! *Maximum participation per challenge = 12</p>
<p>CALM APP Challenge</p> <p><i>'Sleep more. Stress less. Live better.'</i> This is a 14-day challenge you won't forget. Participants will be entered to win a one-year subscription to CALM! \$75.00 value</p>
<p>Plant Based Health & Wellness Workshops</p> <p>Dr. Dulaney, Cardiologist is back! Learn how to live better... prevention, treatment and at times, even reversal of chronic illness. You DO NOT want to miss these! Enjoy good eats & learn about how your lifestyle impacts your health. Participants will be entered into \$50.00 gift card raffles.</p>

Please see the 2020 Wellness Packet for Benefits Eligible Employees of FSM for more information/RAS requests. The 21 days of Self-Care Challenge is limited to 1x/year. Wellness Workshop participation is limited to 3x/year. CALM Challenge is limited to 1x/year. Fitness Challenge is limited to 1x/year and has a participant maximum capacity.



Freedom Senior Management Wellness Discount 2020 Plan Year

Wellness Targets	Your Measures
<p>1. Blood Pressure TARGET RANGE: $\leq 120/80$</p> <p>2. Waist Circumference TARGET: $\leq 40''$ for men; $\leq 35''$ for women</p>	<p>Blood pressure: _____</p> <p>Waist Circumference: _____</p> <p>Measured by (name of nurse): _____</p> <p>Signature of nurse: _____</p> <p>Date: _____</p>
<p>3. Cholesterol TARGET RANGE: Total Cholesterol/HDL ratio 3.5:1 or below</p> <p>4. Triglycerides TARGET RANGE: <150</p> <p>5. Blood Sugar TARGET RANGE: <100 (fasting)</p>	<p>Provide lab results to Human Resources (lab work must be within six months prior to enrollment or within 60 days of a new member's enrollment date)</p>

Name (please print): _____

Signature: _____

Department: _____

JT SBC

Received by HR: _____



Freedom Senior Management Tobacco Free Affidavit 2020 Plan Year

Employee Name: _____ **Department:** _____
Location: _____ **Badge #:** _____

At Freedom Senior Management, we encourage employee wellness and a healthy tobacco free workplace by offering a discount on healthcare insurance to employees who do not use tobacco products. Employees are eligible for the tobacco free discount by certifying that they have not used tobacco products over the previous 12 months. This affidavit is used to certify that the employee is tobacco free. The affidavit must be renewed at our healthcare enrollment each year. If an employee's spouse is also covered by our medical insurance, they also must certify that they are tobacco free.

DEFINITION: Use of tobacco products means any use of cigarettes, vaping devices, cigars, snuff, chewing or pipe tobacco or any other product containing nicotine (patches, gum, etc.) as well as electronic cigarettes. **Tobacco free** means I have not used any form of tobacco products within the previous 12 months.

Employee - I _____ hereby attest that:

I have not used any tobacco products over the past 12 months and plan to remain tobacco free throughout the entire 2020 plan year.

Spouse – I _____ hereby attest that:

I have not used any tobacco products over the past 12 months and plan to remain tobacco free throughout the entire 2020 plan year.

I agree and acknowledge (*signature required*):

I understand that any misrepresentation of the information contained on this form could result in loss of the tobacco free discount if I have certified above that I am/we are tobacco free.

I have received, read and understand our tobacco free policy.

Employee Signature	Date
Spouse Signature	Date

Freedom Senior Management

Fitness Reimbursement 2020 Plan Year

At Freedom Senior Management, we encourage employee wellness by offering a Fitness Reimbursement to benefits eligible employees who engage in verifiable fitness at a licensed fitness center or through Fitbit Reporting (example: gym, yoga, sports centers).

Employees are eligible for the Fitness Reimbursement by certifying below and by providing formal documentation from a licensed fitness center/ through Fitbit Reporting* on a quarterly basis. The documentation must demonstrate participation at a licensed fitness center OR via Fitbit* at least 12 times within the past quarter (3-month intervals defined by schedule below). **Note: a printed document, demonstrating participation, from the licensed fitness center/through Fitbit Reporting* is required in order to receive this reimbursement.**

I _____ hereby attest that I have met the requirement of personally participating in fitness activities at least twelve times over the last quarter (3-month time period). I have enclosed the required documentation in order to receive this Fitness reimbursement during the next quarter.

Schedule

Note with "X"	Fitness Review Quarter/Time Period	Employee provides documentation of minimally 12 visits to HR	Quarter/Time Period Applied to Payroll
	January 1, 2020 – March 31, 2020	DUE TO HR by 4/7/20	April 1, 2020 – June 30, 2020
	April 1, 2020 – June 30, 2020	DUE TO HR by 7/7/20	July 1, 2020- September 30, 2020
	July 1, 2020- September 30, 2020	DUE TO HR by 10/7/20	October 1, 2020 – December 31, 2020
	October 1, 2020- December 31, 2020	DUE TO HR by 1/7/21	January 1, 2021 – March 31, 2021

I agree and acknowledge (*signature required*):

- I understand that any misrepresentation of the information contained on this form will result in loss of the Fitness Reimbursement. FSM will also enforce its policies, as outlined in the employee handbook, if an employee is found misrepresenting fitness participation.

Employee Signature	Date
HR Signature	Date

NOTE:

Employees whose employment ends with Freedom Senior Management will not be 'paid out' any fitness reimbursement earned from a preceding quarter. Earned fitness is only applied to an eligible employee that is actively employed with Freedom Senior Management.

Fitbit Reporting* = 30 minutes of elevated heart rate demonstrates one fitness event.



**Employees interested in joining the YMCA can stop by the YMCA in Venice!
Remember, there are great, discounted, rates for spouse and/or family.
Questions? See Human Resources**

THE SKY FAMILY YMCA



**Note: you will need to bring a copy of your paycheck and photo ID when signing up*



**Employees interested in joining You Fit can stop by the Human Resources
building for more information!**



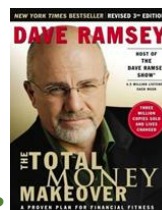


**2020 Wellness Workshops will be offered at both
Jacaranda Trace and Sarasota Bay Club.**

Florida Blue members will be able to participate up to three times per year!



- ✓ Class schedule & location will be posted in the breakrooms at least 30 days prior to an event.
- ✓ Classes will be held in May, August and November
- ✓ Each class will be 45-60 minutes long.
- ✓ Financial Wellness Workshops Refreshments
- ✓ RSVP to nbosco@freedomsenior.com will be required.



Finish the series and you will receive



Have you thought about participating in a walk, run or race?

Perhaps a 5K run or walk, Spartan Race or even a triathlon?

If so... you can earn \$50.00!



You will also receive a

24 oz. Tervis Tumbler!



** limited to one time/year*

Request for reimbursement must be made to Human Resources.

Submission Requests must be made on "Fitness Challenge Reward Redemption Form".

You must provide paid receipt for consideration. 2020 qualifying events only.

Freedom Senior Management determines submission eligibility.



Fitness Challenge/ \$50.00 Reward Redemption

Please note that you must attach paid receipt of registration.

Name	
Signature	
Date	
Department	

Please allow 45 days for reward.



Employee Initials confirming receipt of Tervis:
Human Resources Representative providing Tervis:

** limited to one time/year
Request for reimbursement must be made to Human Resources.
Submission Requests must be made on "Fitness Challenge Reward Redemption Form".
You must provide paid receipt for consideration. 2020 qualifying events only.
Freedom Senior Management determines submission eligibility.*

Self Care Challenge

Many of us have so many responsibilities in life that we forget to take care of our personal needs. While it's hard to prioritize, self-care is an important aspect of stress management.

How Self Care Benefits You

We are all less able to handle the stresses that come our way when we're already depleted by physical and emotional exhaustion. Or, put in a more positive way, we are more resilient and more able to handle life's stress when we are feeling our best both physically and emotionally.

Taking time out to maintain self-care has several benefits:

It Affects Your Physical Health

While self-pampering doesn't always lead to major improvements in overall health the way healthy diet and exercise do, the relaxation you get from it can trigger the relaxation response, which can prevent chronic stress from damaging your health, so in a sense, self-care is good for you inside and out.

It Affects Your Emotional Health

Taking time out to care for yourself can remind you and others that your needs are important, too. Having a well-cared-for body can make you feel good about yourself and your life and conveys to others that you value yourself. This can contribute to long-term feelings of wellbeing.

It Makes You a Better Caregiver

People who neglect their own needs and forget to nurture themselves are at danger of deeper levels of unhappiness, low self-esteem, and feelings of resentment. Also, sometimes people who spend their time only taking care of others can be at risk of getting burned out on all the giving, which makes it more difficult to care for others or themselves. Taking time to care for yourself regularly can make you a better caretaker for others.

The Importance of Self-Care

There are several different ways to focus on self-care, many of which involve making time to get enough sleep, prioritizing healthy meals, ensuring a balance of leisure time in your schedule, and making time for friends. A simple but often overlooked form of self-care is having a self-pampering experience on a regular basis in your own home.

Taking a few hours for some much-deserved self-care is also an effective way to manage stress for the following reasons:

It Gives You a Break from Stress

Taking a break amidst a tub of warm bubbles or under the warm hands of an experienced masseuse can help you feel like you're escaping a stressful reality and taking a mental and emotional vacation.

It Gives You Time Alone

While different people have varying degrees of introversion and extroversion, having some time alone is important for most people's functioning. When you're relaxing by yourself, it's much easier to slip into a state of quiet meditation, enjoy some self-reflection, or let your problems work themselves out in the back of your mind, without taking all your focused concentration.

It Offers Soothing Feelings

Giving your body some special treatment is a natural way to relieve stress.

Interested?

Completion earns you a \$25.00 Gift Card.

Sign-up Sheet will be in the breakroom...after registering, challenge details will be emailed to you.





Self-Care Challenge/ \$25.00 Reward Redemption

Please note that you must submit a completed self-care log to Nicole Bosco, HR Director, prior to submitting your reward redemption.

Name	
Signature	
Date	
Department	

Please allow 45 days for reward.

** limited to one time/year
 Request for reimbursement must be made to Human Resources.
 Submission Requests must be made on "Self-Care Challenge Reward Redemption Form".*



14-Day Meditation Challenge

7 Days of Managing Stress & 7 Days of Calming Anxiety

The popularity of meditation is increasing as more people discover its benefits.

Meditation is a habitual process of training your mind to focus and redirect your thoughts. You can use it to increase awareness of yourself and your surroundings. Many people think of it as a way to reduce stress and develop concentration.

People also use the practice to develop other beneficial habits and feelings, such as a positive mood and outlook, self-discipline, healthy sleep patterns and even increased pain tolerance.

Some of its benefits:

Reduces Stress ~ Controls Anxiety~ Enhances Self-Awareness~ Promotes Emotional Health~
Lengthens Attention Span ~ Improves Sleep ~ Can Reduce Blood Pressure

Participants will need to access the 'Calm' App for this challenge.

Interested?

Completion enters you into a raffle to win a one-year subscription to CALM ~ \$75.00 value!



Wellness Workshops



2020 Wellness Workshops will be offered at both Jacaranda Trace and Sarasota Bay Club.

Florida Blue members will be able to participate up to three times per year!

The important DETAILS

- ✓ Class schedule & location will be posted in the breakrooms at least 30 days prior to an event.
- ✓ Classes will be held in April, July and October.
- ✓ Each class will be 60 minutes long.
- ✓ Wellness Workshops include delicious healthy foods!
- ✓ RSVP to nbosco@freedomsenior.com will be required.



Employees will receive an incentive of premium reductions if they complete a biometric screening and if the employee is not using nicotine. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting nbosco@freedomsenior.com or calling 941-552-3278.

2.25.2020