



Benefits Orientation

Colleague Well-being and Mental Well-being benefit

Colleague Well-being



Colleague Well-being

- At Trinity Health, we care about your well-being! As a faith-based health care ministry, we believe that spiritual, mental, social, vocational, emotional, physical, and financial well-being positively impact quality of life for you, your family and those we serve.
- Our integrated approach to Colleague Well-being includes activities, tools, benefits and Colleague Care teams in your ministry to support you in all seven dimensions.



- Personal Well-being Platform
- Mental Well-being Benefit
- Student Loan Relief Services
- Tuition Reimbursement
- Colleague Discounts
- Voluntary Insurance
- Adoption Assistance
- Financial Well-being

Colleague Well-being Site:

<https://mytrinityhealth.sharepoint.com/sites/SO-ColleagueWellbeing>

Take the Health Assessment



Log in to your Personal Well-being Platform:

Trinity Health

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[Start Now](#)

Health Assessment

Get a Health Score based on the healthy choices you make each day! Answer questions about your nutrition, sleep, and health history to see where you stand and how you can improve to be the best you.

The Health Assessment is a simple, secure online questionnaire that takes about 15 minutes to complete. It immediately generates a personalized report summarizing your health. You can use the report to discuss concerns with your doctor, as a checklist of questions to ask or to update your doctor on your health status; for example, if any signs or symptoms are worsening.

We're beside you, every step of the way



- Track your activity
- Check your sleep patterns
- Learn about healthy living
- Daily health cards with quick tips to help you meet goals
- Digital coaching tool, Journeys, to help you make simple changes, one step at a time

We'll help you build healthy habits



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Sleep Guide

How's your sleep these days? Let's see what we can do to make it better. [Let's Go](#)

Step 1: How do you want to improve your sleep?

There are many paths to a better night's sleep. How do you want to start?

- Setting the Mood**
I want to create a peaceful atmosphere that helps me fall asleep and stay asleep.
- Keeping It Going**
I'm a sleeping rock star! Mr. Sandman and I are best buds and I want to keep it that way.
- Getting to Bed**
I want to make getting a good night's sleep a bigger priority in my life.
- Quieting My Mind**
I want to work on ways to settle my mind when thoughts and worries keep me from sleeping.

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Nutrition Guide

[What Points Can I Earn?](#)

Tell us about your eating style, and we'll help you fine tune your nutrition and chart your progress.

Step 1: What kind of eater am I?

What's on your plate most days of the week? What changes do you want to make to how you eat?

- Balanced Eater**
I honor my body's needs and feel confident in my food choices and the way I eat.
- Happy Hydrator**
I pay attention to thirst signals. I drink often throughout the day to keep my body happy and hydrated.
- Energized Eater**
I eat to nourish my body, so I feel energized and focused all day.
- Mindful Eater**
I listen to my body when I'm hungry and eat meals and snacks through the day to nourish my body.
- Meal Planner**
I thrive off routine and plan and prep meals and snacks in advance to support my health goals.
- Wise Eater**
I'm in tune with my body and eat an amount of food that suits my needs each day.

Connect your tracking device



- Automatically track your steps, sleep and more
- Earn points for all those daily wins!
- Challenge yourself each quarter to earn 5,000 points to achieve level 4

ACTIVITY			
INTERVAL	ACTION	PROGRESS	POINTS
DAILY	Take 1,000 steps in a day	●	10
	Take 2,000 steps in a day	●	20
	Take 3,000 steps in a day	●	30
	Take 4,000 steps in a day	●	40
	Take 5,000 steps in a day	●	50
	Take 6,000 steps in a day	●	60
	Take 7,000 steps in a day	●	70
	Work out for 15 minutes in a day	●	70
	15 active minutes in a day	●	70
	Take 8,000 steps in a day	●	80
	Take 9,000 steps in a day	●	90
	Take 10,000 steps in a day	●	100
	Work out for 30 minutes in a day	●	100
	30 active minutes in a day	●	100
	Take 11,000 steps in a day	●	110
	Take 12,000 steps in a day	●	120
	Take 13,000 steps in a day	●	130
	Take 14,000 steps in a day	●	140
Work out for 45 minutes in a day	●	140	
45 active minutes in a day	●	140	
MONTHLY	20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	0 / 20	400
	20-Day Triple Tracker: 10,000 steps/30 active minutes/30 workout minutes	0 / 20	500
ONETIME	Connect first activity device	✓	1000

CARDS			
INTERVAL	ACTION	PROGRESS	POINTS
DAILY	Do your Daily Cards	0 / 2	0 / 40
MONTHLY	Complete 10 Daily Cards in a month	0 / 10	100
	Complete 20 Daily Cards in a month	0 / 20	200

Colleague Health Plan Well-being incentive design

The colleague health plan well-being incentive is one component of **Colleague Well-being**

Eligibility: Medically enrolled colleagues and spouses/eligible adults

Timeline: Four incentive quarters within the calendar year

- Q1: Jan. 1 – Mar. 31
- Q2: Apr. 1 – June 30
- Q3: July 1 – Sept. 30
- Q4: Oct. 1 – Dec. 31

Action: Complete level four (4) by earning a total of 5000 points each incentive quarter

- Points earned within a quarter drive progress through new levels (up to level four)
- Points reset to zero at the start of each quarter

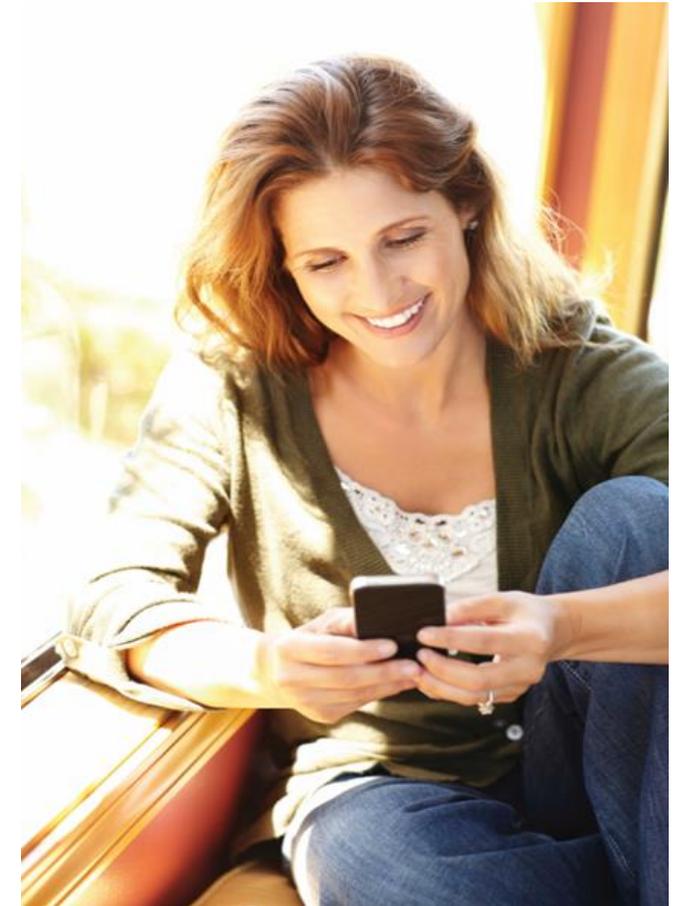
Incentive: Those who complete level four (4) by the end of each quarter will maintain the reward of lower per pay cost for medical coverage during the next incentive adjustment cycle

New hires or newly eligible colleagues with a benefits effective date after Jan 1 pay the lower per pay period cost through their first plan year.

Getting started



- Watch for your welcome email
- Make well-being part of your daily life, track your progress and reach your goals
- For more information and to access the mobile app, log in to AskHR:
<https://mytrinityhealth.sharepoint.com/sites/SO-WorkdayHelp>



Mental well-being benefit

Mental well-being benefit



- The mental well-being benefit, powered by Spring Health, provides Trinity Health colleagues and members of their household (age 6+) high-quality support at no cost.
- Access to:
 - **Six** free therapy sessions (per calendar year)
 - **Six** free coaching sessions (per calendar year)
 - Personalized care
 - Diverse providers
 - Self-guided wellness exercises
 - Coaching
 - Medication management
 - Work-life services and more

Additional resources

AskHR, an HR and benefits experience made for you!

AskHR gets you the answers and help you need any time, on any device in Workday. Access knowledge articles, submit HR, payroll and benefits questions and get real-time help with the virtual Workday assistant tool.

To get started, click on the **AskHR icon** in your ZENworks window.

You can also access **AskHR** on your mobile device by downloading the Workday app or accessing:

<https://mytrinityhealth.sharepoint.com/sites/SO-WorkdayHelp>.



Ministries not on AskHR/Workday:

<https://www.trinity-health.org/my-benefits/health-welfare/>

Check out all the episodes in the video series

Comprehensive Total Rewards

- Medical and pharmacy
- Health Savings Account
- Essential Assist with Health Reimbursement Account
- Flexible spending accounts
- Dental and vision
- Life Insurance/AD&D
- Time Away from Work
- Voluntary benefits
- Retirement program
- Colleague well-being / Mental well-being benefit
- Other benefits
- Eligibility and enrollment

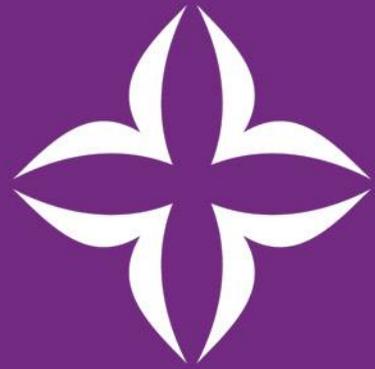


Important information

This presentation is only intended to provide an overview of the Trinity Health Corporation Welfare and your options thereunder. To the extent of any inconsistencies between this document and the official plan documents, the official documents control. You can access these documents at any time by visiting AskHR or, if your Health Ministry is not supported by HR Shared Services, the MyBenefits site at www.trinity-health.org/my-benefits/

For any plan or program in which you participate, you may request a printed copy of the summary plan description, any certificate of coverage, and/or the official plan documents from your employer or from the Trinity Health Human Resources Service Center at 20555 Victor Parkway, Livonia, MI 48152. There is no charge for printed copies.

Trinity Health group health plans provide care coordination, care management, utilization review, and referral services to help manage care. These services may be provided through independent third-party administrators, clinically integrated networks, or other health care providers, including those affiliated with Trinity Health. These service providers will have access to the personal health information (“PHI”) of you and your enrolled dependents, including health information you disclose through wellness programs, for purposes of treatment, care management, and care coordination. All access, use, or disclosure of PHI will comply with the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) and any applicable state laws.



Trinity Health