

HEALTH & WELLNESS INCENTIVE PROGRAM



CREATING A HEALTHIER, HAPPIER SOUTHWEST TECH FAMILY

The Health & Wellness Incentive Program creates a healthier, happier Southwest Tech family by promoting health and wellness through incentives. Employees can earn money for participating in activities that promote social/environmental, physical, financial and emotional well-being.

Employees that are on Southwest Tech's health insurance and who have a health savings account can earn wellness dollars by participating in activities from the four health & wellness categories. **Eligible employees may earn up to \$200 (\$50 per wellness category) for activities completed between January 1 and December 15.** Employees who are not on our health plan may participate; however, they are not eligible for the health savings contribution.

Submit activities through the Health & Wellness Tracker on the Hub. Payments are made quarterly with the regular health savings account deposit for approved submissions.

Goals for the category must be met in order to receive the contribution for a particular category. All events will be over and above your regular paid work time.

ACTIVITY IDEAS

RAISE THE BAR!





SOCIAL & ENVIRONMENTAL

12 EVENTS ANNUALLY

- Attend Southwest Tech social events outside of work time
- Attend Southwest Tech promotional/representative events
- Volunteer in your community or at Southwest Tech activities
- Begin/participate in activities that positively impact our environment
- Serve on a Board
- Volunteer for the Big Buddy Program through Social Services
- Volunteer at a local food pantry
- Volunteer at Badger Camp
- Help at your local food pantry
- Participate in volunteer cleanup efforts
- Participate in behaviors that help the college
- Complete the Graduate Follow-Up Survey
- Refer someone in for a Lunch & Tour
- Orange Frog 21 Day Action Plan: Conscious Acts of Kindness

Activities are not limited to the above examples.
Questions please contact Human Resources for approval.



HAPPINESS

HAS EQUAL OR GREATER IMPACT
ON MORTALITY THAN OBESITY



PHYSICAL WELL-BEING

96 HOURS
ANNUALLY

(1 hour max per event)

- Attend community wellness or Southwest Tech Wellness Committee events
- Create & participate in a physical activity plan
- Obtain your annual physical/health risk assessment (this counts as 1 hour)
- Register & participate in Real Appeal or a similar weight loss program
- Workout on the treadmill
- Walk the walking trail at Southwest Tech
- Run
- Swim
- Bike
- Participate in a 5k
- Participate in an exercise class
- Participate in Yoga
- Get enough sleep (8 hours each night)
- Orange Frog 21 Day Action Plan: The Fun Fifteen - 15 minutes of physical activity a day
- Ergonomic review of your work area



53%

OF EMPLOYEES WHO PARTICIPATE IN WELLNESS PROGRAMS BELIEVE THE INITIATIVES MAKE A POSITIVE IMPACT ON THEIR HEALTH

88% OF THESE SAY THEY ARE MOTIVATED TO PAY MORE ATTENTION TO THEIR HEALTH

67% SAY THEY LOST WEIGHT

56% REPORTED FEWER SICK DAYS



FINANCIAL WELL-BEING

MUST PARTICIPATE
FOR AT LEAST
6 MONTHS

- Create and follow a monthly budget
- Register & utilize Tel-a-Doc, as necessary
- Start a budget and follow it – resources available online through our EAP program
- Increase your contribution into your 457, 403(b), health savings account or other investment opportunities
- Start a savings account
- Start a college fund for one of your children
- Contribute to the following funds through payroll reductions:
 - Employee Support Fund
 - Faculty - Professional Staff Development Fund
 - Support Staff - Professional Staff Development Fund
 - Administration - Professional Staff Development Fund
 - Knox Professional Staff Development Fund



59%

OF SOUTHWEST TECH PLAN PARTICIPANTS
BEGAN SAVING OR INCREASED THEIR SAVINGS
IN 2019



EMOTIONAL WELL-BEING

12 EVENTS
ANNUALLY

- Get to know someone different than you
- Practice mindfulness, yoga, utilize Creative Element Spa, or a related activity
- Support someone in need
- Participate & complete a tobacco cessation program (completion fulfills the 12 event annual requirement)
- Volunteer for the Big Buddy Program through Social Services
- Volunteer at a local food pantry
- Volunteer at Badger Camp
- Take an elderly person to a social event or a doctor's appointment.
- Participate in Speed Of Trust
- Attend Unconscious Bias Professional Development
- Watch a Movie
Ex: Hidden Figures
Ex: Remember The Titans
- Orange Frog 21 Day Action Plan:
3 Gratitudes - journal or download Happyfeed App
The Doubler - journal
Meditation - 2-3 minutes a day



ACCORDING TO SHAWN ACHOR,
AUTHOR OF THE ORANGE FROG

**HAPPINESS INCREASES
ENGAGEMENT AT WORK**

INSTRUCTIONS FOR SUBMITTING ACTIVITIES VIA THE WEB FORM

- Keep track of your activities on the provided personal activity tracker spreadsheet (optional).
- When a category is complete, go to the Health & Wellness Tracker form. It can be found on the Charger Hub Human Resources page.
- Complete the form.
- Upload your personal tracker spreadsheet or any documentation you have to support completed activities.

Activities are **not limited** to the provided examples.

If you have questions, please contact Human Resources for approval.



\$14,350

WAS PAID INTO EMPLOYEE H.S.A.
ACCOUNTS TO PROMOTE HEALTH
AND WELLNESS IN 2019