



# Benefits Orientation

**Live Your Whole Life and Mental Well-being**

Live Your Whole Life



# Live Your Whole Life Well-being initiative

- At Trinity Health, we believe our spiritual, mental, emotional, physical, financial, social and vocational well-being can positively affect quality of life, not only for ourselves, but also for our families and those we serve.
- *Life Your Whole Life* is the integrated well-being program for colleagues and their families; and is comprised of activities, tools and benefits that support us in achieving our unique well-being goals.



- Self-Care Platform
- Mental Well-being Benefit
- Student Loan Relief Services
- Tuition Reimbursement
- Colleague Discounts
- Voluntary Benefits
- Adoption Assistance
- Financial Well-being

**Live Your Whole Life OneSource Site:**

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

# Take the Health Assessment



The screenshot shows the Trinity Health mobile app interface. At the top, there is a navigation bar with icons for Programs, Challenges, Tracking, Friends, Health, and Rewards. A central pop-up window titled "Health Assessment" features a colorful flower icon and the text: "Get a Health Score based on the healthy choices you make each day! Answer questions about your nutrition, activity, sleep, and health history to see where you stand and how you can improve to be the best you." Below this text is a green "START NOW" button. To the left of the pop-up is a vertical sidebar with icons for CARDS (8), an apple (3), a clipboard, and a person. Below the pop-up, there are two promotional cards. The first is titled "FRIENDS LEADERBOARD" with the subtitle "Based on Total Steps for the Past 7 Days". It shows a goal of "7,000 STEPS A DAY PACER" and a total of "49,000". Below this, it shows "1 YOU!" with a "Connect a Device" link and the slogan "Virgin Pulse is more fun". The second card is titled "READY TO START A CHALLENGE? WEEKEND RUMBLE" and features an image of a boot. The text reads: "All right, weekend warriors. You've got until Monday to get in those steps and edge out the competition. Clean the house, do some yardwork -- get steps without even realizing it!" and includes a "START IT UP!" button.

# 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



The screenshot shows the Trinity Health Sleep Guide landing page. At the top is the Trinity Health logo and a navigation bar with icons for Programs, Challenges, Tracking, Friends, Health, and Rewards. The main heading is **WELCOME TO YOUR SLEEP GUIDE!** with the subtext "How's your sleep these days? Let's see what we can do to make it better." Below this is a green button that says **READY? LET'S GO!**. The page is divided into two sections. The first section is titled **STEP 1: HOW DO YOU WANT TO IMPROVE YOUR SLEEP?** with the subtext "There are many paths to a better night's sleep. How do you want to start?". It features six options, each with an icon and a brief description: **SETTING THE MOOD** (bed icon), **KEEPING IT GOING** (moon icon), **GETTING TO BED** (bed icon), **QUIETING MY MIND** (lightbulb icon), **PREPARING TO SLEEP** (pillows icon), and **SLEEPING & SHIFT WORK** (clock icon).

The screenshot shows the Trinity Health Nutrition Guide Set-Up page. At the top is the Trinity Health logo and a navigation bar with icons for Programs, Challenges, Tracking, Friends, Health, and Rewards. The main heading is **NUTRITION GUIDE SET-UP** with the subtext "Tell us about your eating style, and we'll help you fine tune your nutrition and chart your progress." There is a button that says **What Points Can I Earn?**. The page is divided into two sections. The first section is titled **STEP 1: WHAT KIND OF EATER AM I?** with the subtext "What's on your plate most days of the week? What changes do you want to make to how you eat?". It features six options, each with an icon and a brief description: **ALL-AMERICAN DIET** (fork and knife icon), **CALORIE DRINKER** (cocktail glass icon), **SWEET TOOTH** (cupcake icon), **TOO MUCH GOOD STUFF** (apple icon), **HEALTHY & OPTIMAL** (apple icon), and **WHATEVER'S EASY** (coffee cup icon). The second section is titled **STEP 2: CUSTOMIZE YOUR GUIDE** with the subtext "Explore this guide option, customize your trackers, and dive in! Not what you expected? Go back and select another option." It features a button that says **SELECT A NUTRITION TYPE ABOVE...** and a link that says **Explore a different profile**. At the bottom of the page is a green button that says **START MY GUIDE**.

# 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



# Colleague Health Plan incentive design

The colleague health plan well-being incentive is one component of the *Live Your Whole Life* colleague well-being strategy

**Eligibility:** Medically enrolled colleagues and spouses/eligible adults

**Timeline:** Three incentive quarters within the calendar year

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

**Action:** Complete level four (4) by earning a total of 5000 points each active 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 lowest 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 with Live Your Whole Life.
- For more information and to access the mobile app, login to HR4U: <https://hr4u.trinity-health.org>



# 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

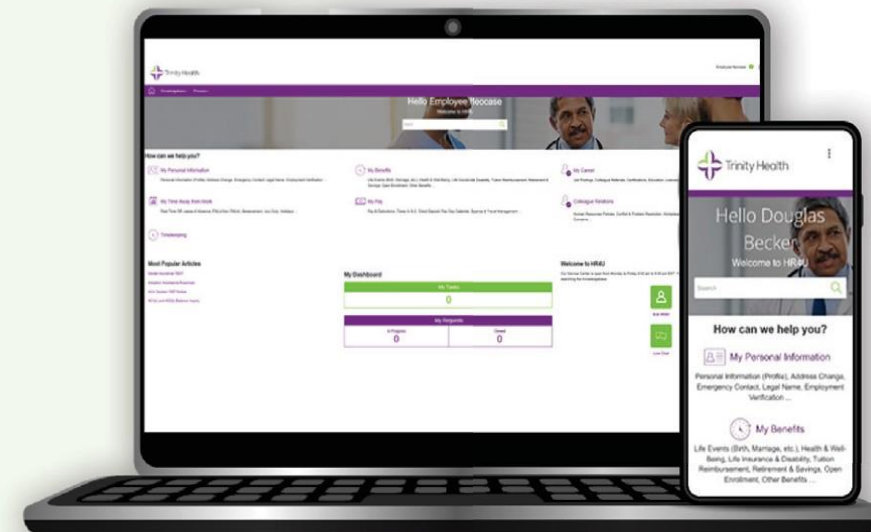
# HR4U Colleague Portal

## Get Answers to Your Benefits and HR-Related Questions, 24/7

Trinity Health colleagues have 24/7 access to benefits and other HR-related info through the **HR4U online portal**. When you log into HR4U you can chat in real time with an HR representative Monday through Friday, 7 a.m. – 7 p.m. ET. You can also submit a request for assistance and track the status of your inquiry.

To get started, click on the HR4U icon in your ZENworks or desktop applications window and enter your Trinity Health network credentials.

You can also access HR4U on your mobile device at:  
<https://hr4u.trinity-health.org>



# Check out all the episodes in the video series

## Live Your Whole Life

- 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
- Live Your Whole Life / Mental Well-being
- Other benefits
- Eligibility and enrollment



# Important Information

The information provided in this summary is designed to assist you with understanding your options under Trinity Health's welfare benefit plans and programs. It is only an overview. Please refer to the summary plan descriptions and official plan documents for more details concerning these benefits. If there is any conflict, the official plan and program documents will govern. Trinity Health reserves the right to modify or terminate its benefit plans and programs at any time.

To view the summary plan descriptions and certificates of coverage, visit the HR4U colleague portal or, if your Health Ministry has not yet transitioned to the Trinity Health Human Resources Service Center, the MyBenefits site at [www.trinity-health.org/my-benefits/](http://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.

All Trinity Health group health plans provide care coordination, care management, utilization review, and referral services to help manage members' healthcare. By enrolling in a Trinity Health group health plan, you understand that the plan will provide services to manage care for you and your dependents. These services may be provided through independent third-party administrators, through clinically integrated networks of hospitals, physicians, and other health care providers, or through other professionals and healthcare providers, including those affiliated with Trinity Health. The persons providing these services will have access to your personal health information—including health information you disclose through wellness programs and well-being activities—not only for treatment purposes but also to manage and coordinate your healthcare. Any access to, use, or disclosure of protected health information will comply with the privacy and security regulations under the Health Insurance Portability and Accountability Act and any applicable state privacy and security laws.



Trinity Health