

## RETA Trust Wellness Program with WebMD



**WebMD**  
Health Manager™

On July 1, RETA Trust kicked off the second year of the wellness program in partnership with *WebMD*. We are excited to announce some changes.

RETA health insurance participants (i.e. covered under Anthem Blue Cross EPO and Kaiser HMO), their covered spouses and dependents age 18 and older can **each earn \$150 in cash rewards** by completing a couple of simple steps to improve their health. Priests and Religious who have coverage under our RETA health plans are eligible to participate.



**STEP 1: Earn \$100** by completing a confidential online health risk assessment called the HealthQuotient (HQ).

- Visit [www.retatrust.org](http://www.retatrust.org) and click on the *WebMD* logo to register for the first time or to log back in to the site if you registered last year.

- Even if you earned a cash reward during fiscal year 2010-11, you must complete an HQ again this year in order to earn another reward and check in on your current health status.

**STEP 2: Earn \$50** by completing a Lifestyle Improvement Program or participating in confidential health coaching.

- Online Lifestyle Improvement Programs allow you to select a health topic and guide you through a step-by-step plan to improve your health. Exercise, Weight Management and Emotional Health are just a few of the topics you can choose from.
- Personalized health coaching with *WebMD* consists of a series of confidential phone calls with a certified health coach. Work together to establish realistic health goals and create a program that addresses your biggest health concerns.



Wellness programs are a way of investing in our employees' and their families' health through:

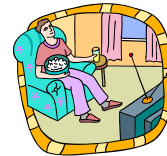
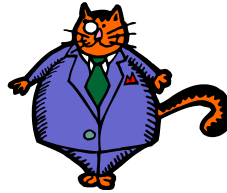
- Prevention
- Early detection, and
- Fostering a healthy environment and culture.

We want to get the word out and encourage a high level of participation because we believe that it can make a difference in the individual lives of our employees (better health leads to greater happiness and  
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vitality) as well as in our work environments (less absenteeism and greater productivity). And we need your help.

If you haven't heard of wellness programs before, they are increasingly offered by companies to give employees tools at work that can improve their overall health and reduce health care costs. A high percentage of health issues stem from modifiable risk factors. The top 7 modifiable risk factors are:

- Depression
- Stress
- High blood sugar
- Obesity
- Smoking
- High blood pressure
- No exercise



<sup>1</sup>The spectrum of wellness programs goes from wellness fairs to brown-bag lunch meetings on wellness topics to walking club competitions. More recently it has been shown that the internet can be a very effective medium for encouraging wellness.



Here's where you come in - your location earns \$50 for each employee, spouse, or age 18 or older dependent at your location that completes step 1 and step 2 that they have chosen by June 30, 2012. We won't get a list of the names of participants (because it is confidential), but we will get a list of the number of participants by location, and we will share that with the site administrators. So you'll know how many of your folks are participating, and will hopefully work to generate ideas on increasing participation at your location (and share those ideas with the Benefits Manager to share with other locations). You've got a great opportunity here for creatively impacting the health culture of your work environment through the theme of wellness.

And you have not only the incentive of healthier work behaviors and happier employees, but also the incentive of a little help toward the bottom line of your parish or school.

RETA Trust wants you and your employees to enjoy the benefits of healthy living. WebMD's programs have been proven to enhance the lives of people just like you. Please take a few minutes to complete the confidential HQ today and encourage your benefits-eligible employees to do the same. The choices you make today can significantly improve your health tomorrow.

Please share with us any stories you hear about how the wellness program is being received. And thanks for any efforts you can put toward promoting wellness at your location.



**HR Connect** is a series of training and education materials covering a wide variety of topics in personnel management. These publications are designed to provide Archdiocesan locations with helpful information and practical suggestions to better manage the personnel aspects of their leadership role. Previous **HR Connect** issues are available in the website: <http://www.sfarchdiocese.org/about-us/departments-and-offices/human-resources/hr-newsletters/> Produced by the Office of Human Resources, Archdiocese of San Francisco, Tel: (415) 614-5540.

<sup>1</sup> Goetzel RZ, et. al. (1998, October), *Journal Occup Environ Med.* 40(10):843-54.