

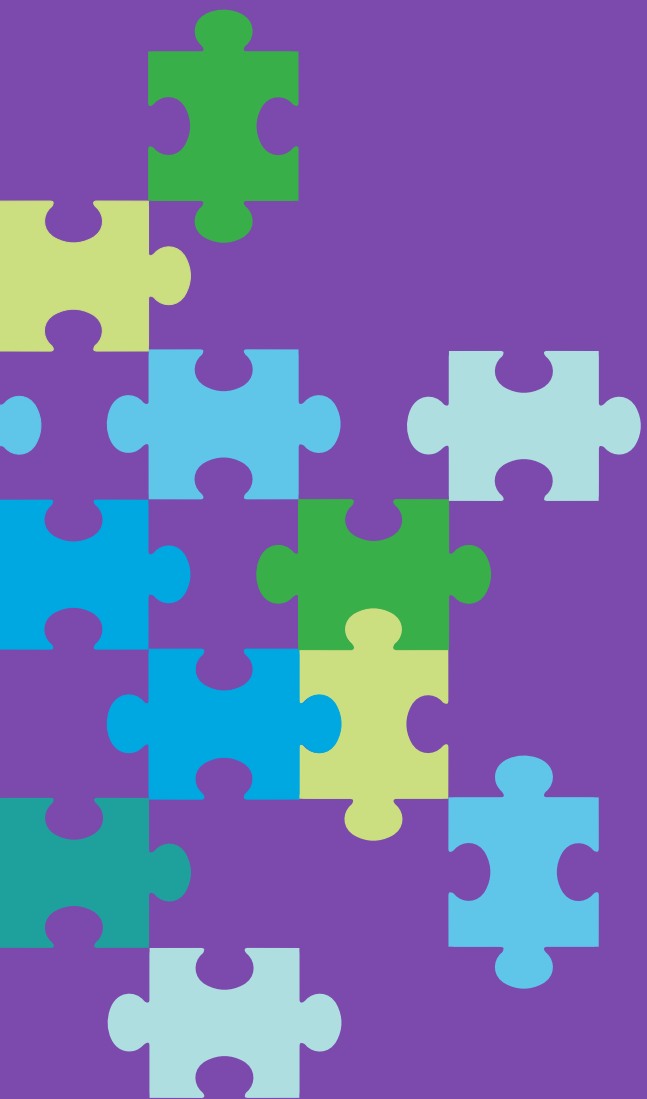
Helping You Solve the Work-Life Puzzle

Wellstar Wellness and Work-Life Resource Guide

*Special & unique benefits
for the perfect work-life fit*



Wellstar
HEALTH SYSTEM



**Life is a Puzzle.
We're Here to Help You Find
the Perfect Work-Life Fit.**

At Wellstar, we realize you're more than an employee. We know that's only part of the puzzle. You're a friend, a son, a daughter, maybe a parent or grandparent. We recognize you play many roles and that there are many pieces to your individual puzzle. That's why we offer benefits for your total well-being – every piece of you. We prioritize investing in YOU. We hope you'll invest in yourself by taking advantage of the benefits that will help you live life to the fullest.

**More than healthcare.
PEOPLECARE**



"Wellstar is a great place to work. From the very first day, I've felt valued and recognized. And that makes me want to give my all. I love my co-workers and my providers. WellStar is awesome."

Karima Omari-Manasrah,
Wellstar 2024 Working Mother of the Year



"Wellstar invests in you. It's incredibly rewarding to work for an organization that cares about my personal life and my professional development."

Hudson Long,
Wellstar 2024 Working Father of the Year



Spring Health

Our Employee Assistance Program (EAP) is a comprehensive mental health and work-life benefit that provides you and your dependents (age 6 and up) with responsive, easy-to-navigate mental health help.

- **Therapy** – You and your family have access to **12 therapy sessions** with a licensed therapist per person, per calendar year, at no cost to you (Wellstar covers the cost).
- **Coaching** – You and your family have access to **12 coaching sessions** per calendar year, at no cost to you (Wellstar covers the cost), to support your personal, professional, health and wellness, relationship and/or parenting goals.
- **On-Site Care Navigators** – Your Care Navigator, a licensed clinician, offers unlimited support – answering questions, helping you find the right therapist and checking in with you along the way. Consultations can be scheduled or accessed during office hours. Our navigators offer support and resources to team members and leaders; critical incident support; navigation to all Spring Health programming and services, Wellstar benefits and resources, and community resources; and the promotion of a psychologically safe workplace environment.
- **Self-Guided Exercises** – Get support on-demand with Moments – self-guided exercises that can help you manage stress, calm anxiety, beat burnout, improve sleep and more.



“Spring Health is giving me my life back! The process was so simple to sign up and set up virtual or in-person sessions. Based on their questionnaire, I was provided with options of specialists that cater to my specific needs. Monthly check-ins give me peace of mind that they truly care about my progress. My therapist is absolutely lovely. She is flexible with scheduling and knowledgeable. I cannot say enough positive things about Spring Health! Thank you for my sessions and allowing me to continue to grow mentally, spiritually and emotionally. I will continue my care and encourage others to do the same. Everyone can benefit from it!”

Taylor Wilson, RN charge, PeriOp,
Wellstar Windy Hill



Be kind to your mind with your free membership to Headspace. It's free for five family members!

With hundreds of exercises for meditation, sleep, focus and movement, Headspace can help you start and end your day feeling like your best self.



ShineWell

Team Member Recognition Program

Introduced in April 2024, Shine Well replaces WOW and Shining Star. This new digital platform, accessible from your device or desktop computer, makes appreciation simple and meaningful. It's a great new way to make someone's day, whether you want to let a team member know you appreciate or admire them, or just want to wish them a happy birthday. There are several ways to spread some joy through Shine Well:

- **eCards** – Want to say “thanks,” “nice job” or “congrats”? Send an eCard!
- **Award Nominations** – Want to recognize a co-worker for going the extra mile? Nominate them for an award! A simple tool within the Shine Well app helps identify the most appropriate one.
- **Social Feed Comments** – When you see your colleague being recognized, leave a celebratory comment.
- **Anniversary Comments** – When you're invited to submit a comment about a colleague celebrating a work anniversary, be sure to do it!

Redeem points earned for gift cards and merchandise!



“Shine Well is a very quick way to make a meaningful impact, and for team members and leaders to recognize one another. While we have a number of ways to show recognition, including the Daisy and Rose awards, those can come months after the fact. Shine Well lets us show appreciation in a timely manner.”

Erin Glover, director of Nursing, Wellstar Windy Hill



Wellstar Concierge

A time-saving benefit that helps you manage work and life

You have access to this amazing service for errand running within a 15-mile radius of any Wellstar location. Seasoned professionals handle the ordinary (like buying and delivering gifts) and the extraordinary (like planning complicated trips). 24/7 digital access.



“I wanted to rave about Anthony. He has helped me on so many occasions, even last minute. He does cake and meal pickup for staff birthdays, as well as errands and shipping. I seriously would not get everything done without him. He is always very kind and has great ideas. He is definitely an asset to my work-life balance. Circles is such a great benefit. All team members should utilize your services!”

Karen Taylor, pharmacy manager,
Wellstar Cobb Medical Center



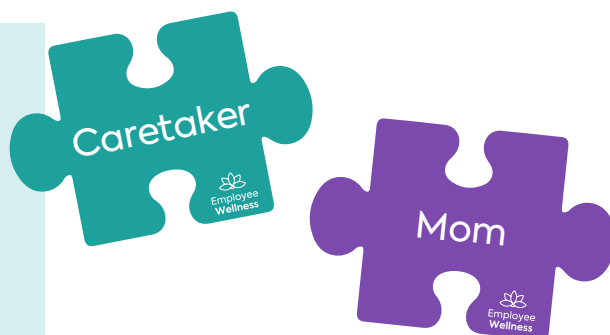
Caregiving and Educational Support

Child/Elder Care/Pet Support from Bright Horizons

On-Site Child Care Centers

Great child care, right where you work

- On the Wellstar Cobb and Kennestone campuses
- Open year-round Monday – Friday, 6 AM – 8 PM
- For children six weeks to five years



Back-Up Care

80 hours per calendar year of quality, low-cost, center-based or in-home care for people and pets

For those times when school is cancelled, your child is ill or a family member needs care at home. \$2 per hour for center-based child care; \$4 per hour for in-home care (for children and adults).

Virtual Tutoring for Kids

For kids 5-18, including those with special needs

- Available through your Back-Up Care benefit: You're eligible for 80 hours of back-up care per calendar year; four hours of tutoring = eight hours of back-up care.
- \$15 per session (up to four hours)
- Homework help or one-on-one tutoring in reading, math, science and social studies



"The Learning Academy offers flexible hours with excellent, caring staff. The WellBee Room for sick children has been a life saver for us when we need to have someone watch our child on short notice. I feel confident in the care my child receives which helps me take a mental load off. I'm so thankful for the Learning Academy."

Chelsea Ramirez, Nurse Practitioner
Wellstar ENT



Pet Care

Use pet care for dog walkers, drop-in visits for your kitty, house sitters, overnight boarding or doggy day care. One pet care voucher = eight hours of back-up care.



"I logged into Bright Horizons and it was incredibly easy to transfer the child care credits into pet care credit."

Jessica Kovalesky, vice president of Population Health and Care Coordination

Adoption Assistance

Financial assistance to help offset the cost of legal fees, home studies and other adoption-related expenses

- \$16,810 per finalized adoption in 2024 (the IRS maximum changes annually)
- Contact the HR department at your facility before incurring expenses to ensure their eligibility. You'll need to complete an application, accompanied by documents. The application must be received by HR no more than 90 days after the adoption is finalized.



"From the moment five-month-old Mia came into my life, I fell in love with her. I am blessed to have been a part of so many milestones and to watch her grow into a beautiful young lady. Knowing that our expenses were covered took a big burden off our shoulders. I am so grateful that Wellstar provides such an important benefit to help the dreams of families like ours come true!"

Gary Lyew-Ayee, Vice President, Human Resources,
Wellstar North Fulton Medical Center



Paid Maternity/Paternity Leave

For that special time when you have a new addition to your family

- Full-time team members receive four weeks paid leave for birth or adoption (up to 160 hours)
- Part-time team members receive two weeks (up to 80 hours)

You must be on an approved consecutive, continuous leave of absence to be eligible.



BANK OF AMERICA

Wellstar offers financial wellness support through Bank of America

Bank of America offers special banking benefits to Wellstar team members who set up their Wellstar payroll direct deposit into an existing or new eligible personal Bank of America checking or savings account.

Team members can also learn to better manage their money and save for the future with two programs:

Bank of America's Better Money Habits® Program

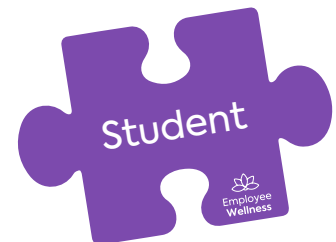
Ways to build your financial know-how and tools to support your financial journey

Through Bank of America's Better Money Habits® program, team members can build their financial know-how and find tools to support their financial journey.

Bank of America Life Plan®

A powerful, convenient tool to track your goals

Team members can set and track their goals with just a few taps, access resources, adjust when priorities change and get personalized help.



Student Loan U

A comprehensive education assistance benefits platform for team members and their families

Tuition.io can help you choose the best student loan options, and, if you already have student loan debt, they can help determine if you're eligible for Public Service Loan Forgiveness (PSLF).



"Thanks to Student Loan U powered by Tuition.io, \$350,000 in loans and interest were forgiven. I'm eternally appreciative to Wellstar for this program, and I encourage other team members to check it out!"

Brandy Lockett, benefits analyst



Tuition Reimbursement

Assistance for benefits-eligible team members for undergraduate and graduate study; administered by Guild Education

- Eligibility requirements: Must have completed six months of continuous employment before the course start date and have a performance rating of at least 3
- Degree program must be at a regionally accredited college or university and be related to your current position or directly enhance your qualifications for another Wellstar position
- Reimbursement guidelines:
 - Undergraduate:** 100% of fees up to \$4,000 annually (full-time) and \$2,000 annually (part-time); must complete with at least a C- or Pass
 - Graduate:** \$4,500 annually (full-time); \$2,250 (part-time); must complete with at least a B- or Pass

PURCHASING POWER 20 YEARS

A convenient way for benefits-eligible team members to make purchases through payroll deduction

Spread payments over six or 12 months and lessen the impact of major, unexpected purchases. You can buy brand-name electronics, furniture and appliances – even vacations.

403(b) Plan

A savings plan for benefits-eligible team members

Taking advantage of the \$.50 match on each dollar you contribute, up to four percent of eligible pay, can help you build your savings. And, you get an annual contribution of up to four percent of eligible pay.



"I used Purchasing Power to buy a laptop, and realized it could help us get what we needed quickly. We ordered everything on Thursday and it was delivered by Monday!"








Eureka Bowen-Lindley, office supervisor,
Wellstar Urgent Care Douglasville



Special & Unique Work-Life Benefits At A Glance




Save this handy reference guide for quick, easy access to benefits that help keep you well and balance work and life.










Your Mental Health

Benefit	Eligible Date	All Team Members	Dependents	Full-Time Team Members	Part-Time Team Members	PRN	How to Access
Spring Health Employee Assistance Program (EAP) On-Site Care Navigator	Immediately	●	● age 6 and up	●	●	●	 Scan to learn more.  wellstar.springhealth.com (access code: wellstar)  Available 24/7 by phone, email and online chat; mental health support: (855) 629-0554 (for crisis support/ immediate assistance, press "2")
Headspace	Immediately	●	● up to 5 family members	●	●	●	 Scan QR to create a Headspace account, or log in with an existing account and verify your Wellstar email. Download the Headspace app and get started today!
Shine Well	Immediately	●		●	●	●	Download the Great Work app from the App Store or Google Play and follow the prompts.  Scan to visit Shine Well via eSource.
Wellstar Concierge	Immediately	●	One additional family member can access – spouse/ partner, child, parent	●	●	●	 Scan to learn more.  wellstarconcierge.com (welcome code: WSH) wellstar@circles.com Circles Concierge mobile app (833) 696-0702

Your Life

CAREGIVING AND EDUCATIONAL SUPPORT

On-Site Child Care Centers	Immediately			●	●		Contact the centers for tours and availability:  The Learning Academy  The Children's Nest
Back-Up Care	Immediately			●	●		 Registration required; scan the QR code to get started, and schedule care online, or call (877) 242-2737 to speak with a consultant 24/7.

Benefit	Eligible Date	All Team Members	Dependents	Full-Time Team Members	Part-Time Team Members	PRN	How to Access
Virtual Tutoring	Immediately			●	●		 Scan to learn more.  Click "Request Care" then "Special Program/Virtual Tutoring."
Pet Care	Immediately			●	●		 Click "Request Care" then "Pet Care."
Adoption Assistance	6 months after date of hire			●	●		eSource > Human Resources > Work Life > For You and Your Family > Adoption Assistance
Paid Maternity/ Paternity Leave	6 months			●	●		Contact your assigned benefit analyst or HR Service Center.
FINANCIAL WELLNESS							
Bank of America programs	Immediately	●		●	●	●	 Bank of America's Better Money Habits® page Special banking benefits and discounts through Bank of America 
Student Loan U	Immediately	●	●				Visit wellstar.tuition.io/register and enter your work email address.  Questions: support@tuition.io or (855) 353-9395
Tuition Reimbursement	6 months of continuous employment before course start date			●	●		Visit reimbursement.guilededucation.com to set up your profile. After answering a series of questions, click on "New Request" and follow the prompts. For a step-by-step guide on the Guild Tuition Reimbursement Process, visit wellstarcareercare.com 
Purchasing Power	Immediately	●		●	●	●	 Or eSource > Human Resources > Work Life > Additional Discounts and Perks > Purchasing Power
403 (b) Savings Plan	Immediately	●		●	●	●	 Scan to learn more. Call Transamerica (800) 755-5801 for tools and resources to maximize plan participation. For account balance, other helpful information: transamerica.com/portal/wellstar



A wellness app to improve your overall well-being

From nutrition and fitness tips to stress relief, Sharecare empowers you to take control of your day-to-day health habits through personal, targeted recommendations. Plus, you earn rewards for completing various activities and challenges!



Incentive Program

Earn rewards with eligible screenings and challenges that encourage you to prioritize your health.

Complete wellness-centered activities and challenges throughout the year and earn points for gift cards, self-care items, electronics and more. Though good health is its own reward, these incentives keep you motivated on your wellness journey.

Wellness Consultants

Providing onsite wellness support for team members

Wellness Consultants use best practices and customized, evidence-based interventions to help team members prioritize their health. Wellness Consultants work to ensure every team member has access to the resources and support they need. Expanding team members' understanding of how to best care for themselves at work and at home, Wellness Consultants also develop wellness initiatives to address departments' specific needs. For example, our consultants have created stress management programs, Wellness Retreats and team gratitude activities.



"Thanks to the Sharecare challenges, I've lost 66 pounds and gone from a size 20 to a size 10 in under a year. Most importantly, I've transformed my health profile: My asthma and joint pain have improved, and now I'm only on low-dose meds due to family history. And no more pre-diabetes: My A1C went from 6.8 to 5.4. I feel amazing."

Donna Lahrisi, Coding Operations manager



"Wellness Consultant Angela Demons goes above and beyond to support our team members' well-being! She is very thoughtful and intentional and has a servant heart, which is infectious. Angela does so much: She hosted smoothie sessions during Nurses Week; brought all the things to print fun puzzle-piece photographs of our team members during our Pathway Fair; attends unit-based huddles and rounds on individual leaders; and participates in department staff meetings to promote wellness and well-being. And that's only a sampling of the activities Angela has developed to demonstrate our values of pursuing excellence and serving with compassion."

Julie LaFontaine, clinical nurse leader,
3N Acute Care, Wellstar Douglas Medical Center

Team Member



Well-Being Coaching Consultants

Partnering with leaders to develop strategies for creating a culture of wellness

Not many organizations have an entire Employee Wellness department – but Wellstar does! Through an experiential learning model, our Well-Being Coaching Consultants translate workplace wellness best practices into practical strategies for building and sustaining a thriving work environment.



“The impact the Well-Being Coaching Consultants have had on me and my leadership team has been life changing. My leadership team had a lot of stress and PTSD from the pandemic; working with the wellness team taught us practices that we all continue to use every day, like deep breathing, stretching, gratitude and meditation. Through the wellness team, I’ve learned the importance of self-care and how to stay resilient. I’m truly grateful for our Coaching Consultants who work hard every day to ensure our minds, bodies and souls are in balance so we can show up as our best selves and care for others.”

Amy Macy, executive director of Clinical Resources,
Workforce Engineering (far left)



Wellness Room

reflect • refuel • recharge

Special spaces just for team members to reflect, refuel, recharge

Take a breather! These rooms in every hospital and health park offer a massage chair, aromatherapy and a wellness resource library. One 30-minute visit allowed per day.



The color coding system used in all Wellstar cafeterias and Bistros designed to help you make healthier food choices

For the best value, go for the Green!

GREEN – minimally processed, high in nutrients and fiber, low in added sugar –
25% OFF

YELLOW – moderately processed, some healthful nutrients, low to moderate fiber, moderate added sugar, less nutritious fats –
10% OFF

RED – highly processed, low in nutrients, fiber, high in sugars, unhealthy fats –
10% OFF



“It was amazing. I sat and did absolutely nothing but enjoy the clean, serene environment.”

Stephanie Thomas, PAS director,
Wellstar Kennestone Regional
Medical Center

Wellstar Fitness

Free access to any of our 12 employee fitness centers

Looking to improve your overall health? With your FREE employee membership and convenient access to on-site fitness centers across Wellstar Health System, achieving the healthiest version of yourself has never been easier! Enjoy easy access to our virtual nutrition services and on-site personal trainers who will guide you to achieve your fitness goals.



"I have 100 percent more energy, better sleeping and less stress since I started working with personal trainer Erin Orel. Our new gym is phenomenal."

Terry Hosch, director of Nursing, Wellstar Spalding Medical Center

Wellstar Health Place

Marietta's only medically based fitness center

Health Place, on the Kennestone Regional Medical Center Campus, serves team members, their families, and the surrounding community. We can help you formulate a wellness plan and set goals for a healthier life. From personal training, nutrition education, swim lessons and massage therapy to free group exercise classes, there's something for everyone. Let us show you how exercise can be the best medicine!

Get Well @ Work Clinic

Get Well @ Work is a Wellstar Medical Group clinic centered around taking care of Wellstar employees only.

- Minor acute care injuries and illnesses
- Walk-ins welcome
- Visit in person or virtually
- \$20 visit fee

780 Church Street | Marietta, GA 30060

Monday-Friday | 8 AM-4:30 PM

Convenient new location with free onsite parking! Located inside the Urgent Care directly across from the Kennestone campus.



"I was so impressed with my entire experience. I came in the middle of a workday and had limited time before I had to get back to my patients. The staff were so friendly and helpful, they got me right back and were attentive to my needs. I'm very thankful for their wonderful help and care!"

Jessica Childers, Unit RN

Wellstar CENTER FOR BEST HEALTH

HELPING YOU BE YOUR BEST SELF

A unique clinic for getting healthy

Team members and dependents who meet eligibility requirements can take advantage of this

amazing benefit that's helped many eliminate medications and achieve healthier lifestyles. The clinic offers customized, medically monitored programs, providing life-changing results. Employee Medical Plan participants are eligible for incentives, like HSA/cash contributions of up to \$750 per year. Five convenient locations.












"CBH helped me change my life. I was prediabetic, had hypercholesterolemia, and was obese. In one year, it was all reversed. Participating in this program not only helps you lose weight and become healthy, but it's a sustainable way of living, leading to a new, overall healthy lifestyle."

Cassandra Kornegay, CMA,
Wellstar Center for Best Health

Wellness Resources At A Glance

Save this handy reference guide for quick, easy access to benefits that help keep you well and balance work and life.

Benefit	Eligible Date	All Team Members	Dependents	Full-Time Team Members	Part-Time Team Members	PRN	How to Access
Sharecare	Immediately	●		●	●	●	 teamwellstar.sharecare.com  <p>For specifics on 2025 incentives, scan this QR code.</p>
Wellness Consultants and Well-Being Coaching Consultants	Immediately	●		●	●	●	 <p>Scan to learn more about what Employee Wellness has to offer.</p>  <p>Leaders, scan the QR code to access the Well-Being Coaching Consultant catalog.</p> <p>eSource > Employee Wellness or contact us at: employeeewellness@wellstar.org</p>
Wellness Room	Immediately	●		●	●	●	<p>Massage chair reservations: eSource > Employee Wellness > Your Wellness Room; one 30-minute visit allowed per day</p>
eatWell	Immediately	●		●	●	●	 <p>Scan to visit our Virtual Dietitian for more helpful hints on nutrition and achieving a healthier lifestyle.</p> <p>For more information, go to eSource > Employee Wellness > eatWell.</p>
Wellstar Employee Fitness	Immediately	●		●	●	●	 <p>For free membership or personal training at on-site centers: wellstarhealthsystem.sharepoint.com/sites/employeefitness</p>
Wellstar Health Place	Immediately	●		●	●	●	 <p>Scan for more information and to sign up for your free membership.</p> <p>For virtual or in-person visits at Health Place with our registered dietitian: (770) 793-6399 or nutrition@wellstar.org</p>
Get Well @ Work	Immediately	●		●	●	●	 <p>Scan to learn more. (470) 267-2720</p>
Center for Best Health	Immediately	● Must be on Employee Medical Plan to qualify for incentives	● Must be on Employee Medical Plan to qualify for incentives	●	●	●	 <p>Scan to learn how CBH helped one team member.</p> <p>(470) 956-3960</p>

WHOLETEAMMEMBERCARE

For the Perfect Work-Life Fit

We have a wide range of programs and resources, all aimed at keeping every piece of you healthy and happy.

Questions? Email us at
employeehealth@wellstar.org



Wellstar
HEALTH SYSTEM