



Becoming Your Best Self

ConGlobal's Thrive Wellness program helps employees succeed in every aspect of their lives.

Quiet the Noise

Our lives have an overwhelming barrage of digital information blasting our brains. Competing interests fight for our attention and create noise in our mental and emotional environment. Quiet the noise to hear your body's needs to feel well.

How to quiet your mind when your thoughts are racing

With everything you have going on, it's understandable that you have a busy mind. After all, you're regularly juggling work issues, family schedules, and general life, and mentally shutting off all that can be hard, even if that's all you want to do. Here are some tips to help:



Don't wake up connected. Give yourself time in the morning before looking at emails or social media. Have your coffee in the quiet, stretch, or listen to the awakening world.

Take time to walk away during the day (literally and figuratively) to move and breathe. Even if it's only for 2 minutes, it will help alleviate stress and boost energy.

Stop the media scroll. Use that time to move, stretch, meal-prep nourishing foods, do house chores, etc. As soon as you start to do the "swipe," catch yourself and put your phone down.

Recognize that when we multi-task with devices, it's not only less productive, it's usually an avoidance, procrastinating maneuver. Instead, get up and move or do a small task and refresh your body and brain.



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Mental Health Awareness Training

It's a new era for mental health at work.

"Mental health" refers to your overall psychological well-being. It includes how you feel about yourself, the quality of your relationship, and your ability to manage your feelings and deal with difficulties.

Anyone can experience mental or emotional health problems—and over a lifetime, many of us will. The Total Rewards team aims to support you mentally and physically so that you are more resilient and enjoy your life both in and out of work.

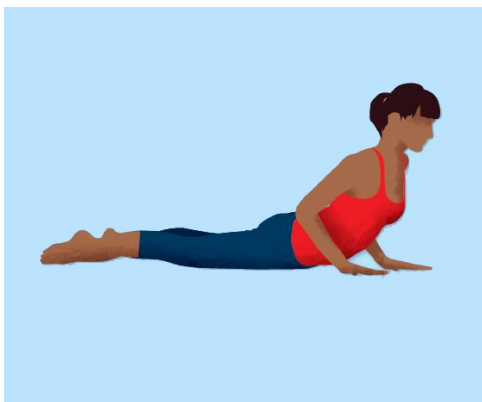
**We hope you'll take
advantage of our next
session, April 25 from
12 to 1 pm, CT.**

Scan to register.



Melt your morning aches in 10 moves or less

If you've ever rolled out of bed feeling like your muscles have fused overnight, you're stiff muscles and sore joints will love this gentle routine. Bonus, some of these stretches don't require getting out of bed (just yet).



Move 1—Cobra stretch

Lie on your stomach and place your hands flat beneath your shoulders. Tuck your elbows in by your sides and gently raise your head and chest, keeping your hips down.



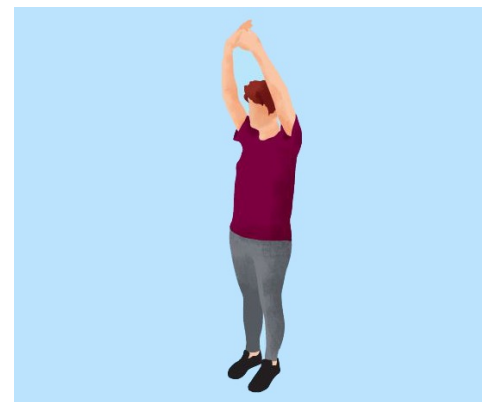
Move 2—Knees-to-chest

Lying flat on your back, bring one knee to your chest and hold it with your arms, then switch legs. You'll feel a nice stretch in your lower back.



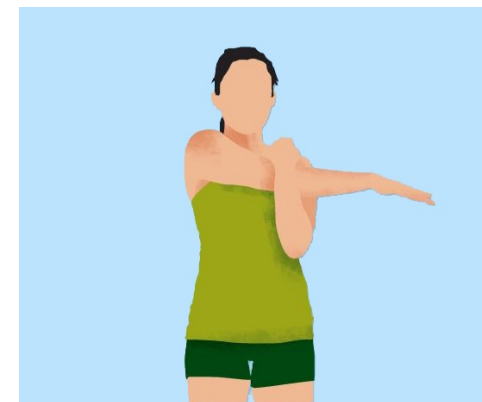
Move 3—Spinal twist

Lying on your back, raise one of your knees and gently roll it over to the opposite side. Keep your shoulders down, and if it feels comfortable stretch one arm out to the side.



Move 4—Upper back stretch

Sit on the edge of your bed with your feet flat on the floor. Interlock your fingers and reach forward, bending from your middle back. Stretch your hands forward and shoulder level to feel the stretch between your shoulder blades.



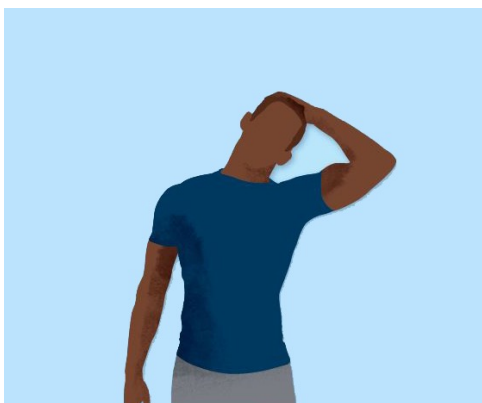
Move 5—Neck stretch

Relax your shoulders and gently move your left ear towards your left shoulder, using your left arm to help. Only stretch as far as you can, hold for 15-20 seconds and repeat on the other side.



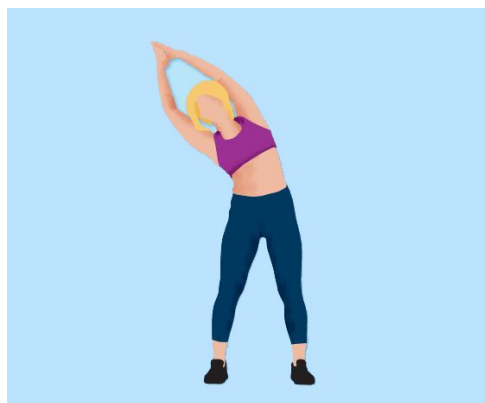
PT-approved morning stretch routine

Continued...



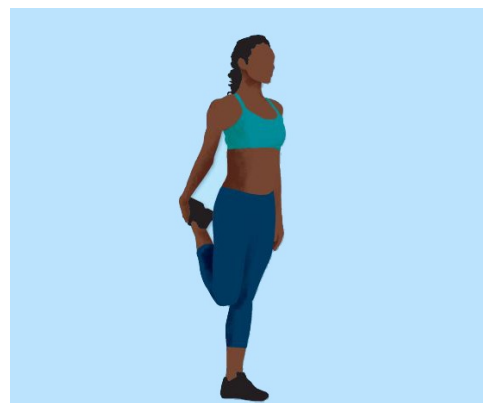
Move 6—Shoulder stretch

Relax your shoulder blades back and down. Reach one arm across your body and gently use the other arm to deepen the stretch. Hold for 15-20 seconds and switch sides.



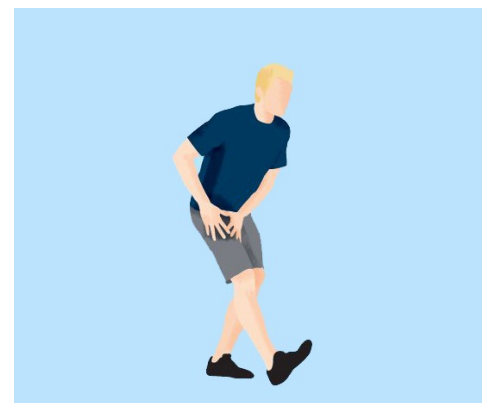
Move 7—Side stretch

Stand with your feet hip-width apart and clasp your hands above your head. Gently lean your body to one side and repeat on the other side.



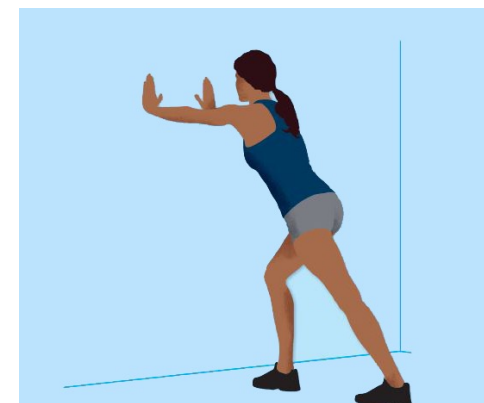
Move 8—Quad stretch

Stand up straight and hold onto the wall or a chair, keeping your feet hip-width apart. Reach back and grab your left foot with your left hand. Keep your thighs lined up. Repeat with the other leg.



Move 9—Hamstring stretch

Stand upright and gently bend behind one knee as if you're going into a sitting position. Place the opposite leg outright, pointing your toes to the ceiling. Bend forward from your hips for a nice stretch. Repeat with your other leg.



Move 10—Calf stretch

Placing your hands on a wall for support, step back on one leg and gently push your heel towards the ground, feeling a stretch in the calf. Repeat on the opposite leg.



April is National Alcohol Awareness Month

The National Council for Alcoholism and Drug Dependence (NCADD) hopes to increase awareness and highlight the stigma surrounding the nation's #1 public health problem: alcoholism.

Denial is a common trait among those struggling with alcoholism or alcohol abuse. People often underestimate the amount they drink, the duration of their drinking problem, and its impact on their lives, or overestimate their ability to control their drinking or quit.



Over 17 million Americans have a serious problem with alcohol, but only 2.3 million ever seek out any kind of help.

If you feel you or a loved one may be struggling with alcoholism, don't worry, you're not alone.

Start by connecting with your primary care provider to create a treatment plan that works for you. If you don't have a primary care doctor, search for a practitioner or recovery program at <https://alcoholtreatment.niaaa.nih.gov>.



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Bridging the gap between healthy & tasty

Food choices influence your energy, sleep, and even mood. An Omada coach can help you find foods that fit your lifestyle to meet your health goals.

Enrolled employees can get started by visiting omadahealth.com/ITSC.



omada

Try out these four tasty tips:

- **Colorful veggies**—fill half your plate with non-starchy veggies
- **Quality protein**—pick a good quality protein that can be enjoyed hot or cold
- **Healthy fats**—like avocados and nuts will give your body what it needs
- **A bit of fun**—add blueberries or dark chocolate to help you stay on track



April is National Distracted Driving Awareness Month

As terminal experts, we know the importance of driving responsibly at work and on our roads.

Distracted driving has become a deadly epidemic, with cell phone use—specifically texting, talking, and social media- being the most common distraction. Other risky actions include adjusting the radio or GPS, eating, and drinking.

Whenever you are in the driver's seat, the only thing you should be doing is driving. No distractions.



Are you playing it safe with your eyes?

Wearing the proper eyewear can significantly reduce your chance of an eye injury.

Whether it's helping you judge a sharp turn down the ski slope or seeing when to hit an oncoming pitch, your eyes are critical players in all your sports activities. But the eyes can also get injured if left unprotected.

Nearly all sports pose some risk for eye injury. By making the right moves in protecting your eyes, you can significantly lessen your risk of eye injury and even give yourself a competitive edge by increasing performance.



Using ConGlobal vision benefits is simple.

Search for an in-network eye doctor on [eyemed.com](https://www.eyemed.com) and when you stay in network your visit's co-pay is \$10, and they'll handle all the paperwork.



Better health through better understanding

Did you know?

- Only 14% of the US population has proficient health literacy.
- Nearly 20% of people speak a language other than English at home.
- Over 60% of racial and ethnic minority patients over 18 yrs., believe it's important that their healthcare provider shares or understands their culture.

Low health literacy is linked to:



Increased visits to emergency room



Increased hospital stays



Less likely to follow treatment



Higher mortality rates



9 out of 10 Americans have limited health literacy

Everyone deserves access to healthcare care services, information, and resources so they are empowered to create healthier outcomes for themselves and their communities.

Addressing health literacy is a national priority. **For more resources and language assistance, contact the US Department of Health and Human Services, Office of Minority Health at 1.900.444.5472 or by email at info@minorityhealth.hhs.gov.**



Have a frenemy in your social circle?

Someone may be part of your immediate social circle but not necessarily someone you'd like to spend time with one-on-one. Maybe it's a friend with whom you had a huge fight and now don't have a relationship outside of large group events, or perhaps it's just someone whose presence you don't particularly enjoy.

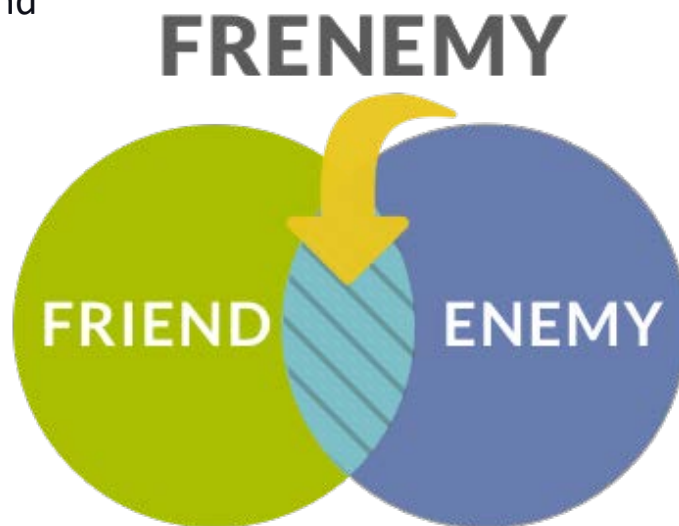
The course the relationship takes largely depends on how you handle things. Here are some do's and don'ts for navigating a difficult relationship.

Do: Figure out what's behind the feelings.

Consider why you don't like this person or enjoy their company. Next, use that information to decide whether it's worth interacting with them without crossing your boundaries or standards.

Do: Be courteous and civil, but not fake.

Leading with respect is a marker of maturity. Taking a neutral and positive stance in person and when speaking about the person in their absence allows you to avoid being unkind or dishonest.



Frenemies are people who are normally friends, but who do not support or help you. Frenemies are often frenemies because of a crushed ego.

Don't: Try to turn others against the frenemy.

Sharing unflattering information or making ultimatums to others in the group will not reflect kindly on you or serve your other friendships well. Additionally, it positions you as bringing in drama and chaos.

Do: Evaluate your place in the group.

Remember, you decide who you are friends with and with whom you spend time. If being around your frenemy causes a problem, it could be time to re-evaluate your place in the group.



Do you have a financial calendar?

April is tax month and an excellent time to dig into your financial goals.

To do: File your individual tax return by April 18th (the typical filing day of April 15th is on a Saturday this year). Use IRS Form 4868 if you'll need an extension, but there may be penalties if taxes are due.

Bonus: April 15th is the last day to make 2022 IRA contributions. Could you contribute more to reap tax benefits? Log in to your Principal account to see.



Scan me

Download a FREE financial calendar from Principal.





When to go to the ER, Urgent Care, or your doctor

\$ TELEHEALTH	\$ DOCTOR'S VISIT	\$ URGENT CARE	\$ HOSPITAL ER	\$ FREESTANDING ER
<p>Your Cost: \$0 Copay</p> <p>MDLive is an excellent, no-cost resource when you or a family member have a health concern.</p> <p>MDLIVE helps with</p> <ul style="list-style-type: none">• Allergies• Ear problems• Flu• Fever• Pink eye and more	<p>Your Cost: \$15-35, or 20% after deduction</p> <p>Your primary doctor is low-cost non-urgent care for illnesses and injuries, vaccinations, exams, screenings, or specialist referrals.</p> <ul style="list-style-type: none">• Generally, the best place to go for non-emergency care• Establish medical history for future care	<p>Your Cost: \$35, or 20% after deduction</p> <p>Urgent care is moderately priced care for illnesses and injuries that are not-life-threatening.</p> <ul style="list-style-type: none">• Urgent care has extended hours (nights, weekends, and holidays)• It can be used when your doctor's office is closed• Many have online or phone check-in	<p>Your Cost: \$400, or 20% after deduction</p> <p>Hospital emergency rooms are fairly expensive and should be used for serious or life-threatening emergencies.</p> <ul style="list-style-type: none">• Open 24/7• Long wait times• Expect multiple bills for services (doctor, facility, and specialists)	<p>Your Cost: \$400, or 20% after deduction</p> <p>Freestanding emergency rooms are the most expensive option, and you could be transferred to a hospital.</p> <ul style="list-style-type: none">• Open 24/7• Services don't include trauma care• Many are out-of-network and charge more than your health plan's fees• Charges extra facility and lab fees

*Costs shown are for in-network services.



Know where to go for care.

It's important that you know where to go for medical care when you need it. There are some big differences between visits to your primary care provider and visits to the emergency room, such as cost, time spent waiting for care, and follow up.

Medical, mycigna.com
Group # 3343748
800-244-6224

Cigna Personalized support
Email: its_talktocigna@cigna.com

Prescription Drugs, caremark.com
RxGRP: RX21AV
844-203-6363
800-237-2767 (Specialty Rx)

Telehealth MDLIVE 24/7,
mycigna.com
888-726-3171

Omada, omadahealth.com/itsc
888-409-8687

Dental, DeltaDentalLL.com
Group # 20497
800-323-1743

Vision, eyemed.com
Group # 1022502
866-939-3633

Flexible Spending Accounts,
hrsimplified.com
888-318-7472

Employee Assistance Program,
mycigna.com
877-622-4327

Voluntary Plans, voya.com
Group# 726940
800-955-7736

Life & AD&D, voya.com
Group # 726940
800-955-7736

Disability, voya.com
Group # 726940
800-955-7736

STD & FMLA,
voya.absenceresources.com
844-206-4102

401(k), principal.com
Plan # 820829
800-547-7754

Pet Insurance,
petinsurance.com/its
877-738-7874

