



August is National Wellness Month



Becoming Your Best Self

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



In 1976, Bill Hettler, the co-founder of the National Wellness Institute, developed the Six Dimensions of Wellness or the wellness wheel. At times, we may be stronger in certain dimensions than others. The goal is to strive for a balance that works for you, so you mindfully create a life worth living.

8 Dimensions of Wellness



Emotional: acknowledging, expressing, and accepting our feelings positively so that we can love ourselves and others.

Spiritual: recognizes our search for meaning and purpose in human existence and how that translates to our ethics, values, and guiding principles.

Intellectual: using our minds and creativity to develop knowledge and skills to understand ourselves and others better.

Physical: proactive health and safety management means eating a balanced diet, regular exercise, adequate sleep, and care.

Environmental: to enjoy and understand how our habits impact the environment and acknowledge the steps needed to protect and improve our surroundings.

Financial: understanding financial processes related to savings, income, and debt while utilizing resources to achieve long-term goals

Occupational: to seek satisfaction, enrichment, and purpose through occupations, goals, and interests.

Social: to pursue a sense of connection by creating healthy relationships and communities.



5 Tips for a friendlier workplace

According to a workforce relocation firm CapRelo survey, 65% of employees talk to co-workers outside the office. And the benefits of workplace friendships are that they improve mental health, boost self-esteem, and prevent loneliness.

But it's unrealistic to think you can become friends with everyone at work. 36% of workers report dealing with conflict often, very often, or all the time. And if you don't face a difficult situation at work, there's a high chance that you'll encounter one at some point in your career.

A difficult co-worker can distract you, cause stress, and create conflict among the team. Learning to get along with people no matter their temperament can ensure you'll remain product and avoid more significant problems.

If you want to change your workplace, start with yourself. It's easy to feel like difficult people are thorns in your side, but before you react, take a moment to examine your feelings.

Think about why you don't like the person's behavior. Are they uncooperative? Lazy? Bullying you or other employees? Or do they remind you of someone in your past or qualities you don't like in yourself?



Many factors influence your approach to workplace relationships, from your communication style to personal pet peeves. Here are some tips to navigate difficult situations:

- 1. Regulate your response.** Try to separate yourself from the problem and approaching the situation clearly once you have a clear head and a calm body.
- 2. Stay positive.** If negativity depletes morale, positivity gives it a boost. While you can't control how others feel, spreading joy improves the workplace.
- 3. Remain professional.** Avoid letting a difficult co-worker get in the way of your professional goals. Chances are their behavior isn't about you and represents a problem they're having. Speaking up about it is OK, but protect your energy and focus on your path.
- 4. Ask for help.** If you have difficulty getting through to a colleague or regulating your responses to them, it's time to open a larger conversation with your supervisor, manager, or HR. A mentor or coach can help you refocus your attention on your goals.
- 5. Limit your time together.** If someone drains or demotivates you, limiting your interactions is okay. Keep conversations professional, set boundaries, and politely excuse yourself from small talk.

2-for-1 gym tweaks to build mobility & strength

Mobility is a popular buzzword, and we don't always give it full due during our workouts or pre-shift stretches.



Many of us race through stretches because it doesn't offer the blood-pumping, endorphin-boosting, muscle-burning sensations many crave from a workout.

John Russolillo, corrective exercise specialist from the New York Sports Club, says, "A squat is a perfect example of a weighted stretch. While our focus is on the muscle-building effects on our quads and glutes, going deep into a squat opens up the range of motion in our ankles, knees, and hip joints." He continues, "From what I've seen, most clients deepen their squats with a bit of weight, so you're getting stronger and getting a deeper stretch—two birds, one stone."

Russolillo says a great place to begin is by focusing on moving in and out of a deep squat—even if you start without weight and holding onto something for balance. The point is to get comfortable with getting low to the ground. Russolillo points out, "Our primal sitting or resting position is a squat. Our bodies crave that and eventually they let us know through back, hip, and knee pain that we don't have the proper hip or knee flexion that a deep squat provides."

Another mobility and strength combo is passively hanging from a bar. Even if you struggle with grip strength and need to support yourself with your toes, extending your arms overhead will help you stretch your back, arms, shoulders, and abdominal muscles.

4 Dentist approved ways to make coffee less harmful to your teeth



No matter your stance on whether sweet vs. savory breakfasts are the way to go, a steamy cup of coffee is likely to be present in either scenario. The downside to starting your morning with coffee is the long-term impact on your pearly whites because coffee is highly acidic.

Dr. Michael Wei, DDS says coffee “contains tannins that can stain teeth, acid that can erode tooth enamel, and caffeine that can dry out the mouth, reducing saliva production, which increases the risk of cavities.”

Here are tips for making coffee less harmful

Brush your teeth before drinking coffee. Dr. Wei says, “brushing your teeth immediately after eating or drinking anything acidic weakens tooth enamel and causes staining.”

Wait at least 30 minutes after drinking coffee to brush your teeth. Your mouth needs 30 minutes to return to its normal state so saliva can neutralize the acidity, so the enamel isn't soft.

Use a straw to sip coffee. Since avoiding direct contact between coffee acids and teeth is the goal, using a straw will reduce the staining effects.

Drink plenty of water. Drinking water helps you to be hydrated, but it also regulates the mouth's pH balance and keeps enamel erosion at bay.

Brain-stimulating “sensory snacks” that help you stay focused and productive



Aside from the fun chomping sound emitted when enjoying crispy-crunchy foods, researchers say snacking on foods that are texturally-complex and/or have nuanced flavor (especially spice) is a smart way to stimulate brain activity.

Board-certified psychiatrist and ADHD clinical specialist Sasha Hamdani, MD, suggests selecting spicy, crunchy, or sour foods. Think spiced nuts, spicy mango, pickle popcorn, or frozen grapes coated in lime or lemon juice. Regarding timing, Dr. Hamdani says it's essential to notice your natural patterns and eat these snacks when you're slumping or around two in the afternoon.

Have you scheduled a wellness checkup?

1. You'll receive a head-to-toe physical exam. Some potentially serious conditions, like high blood pressure, may not show symptoms. At your wellness check, your provider will perform a complete physical to identify hidden signs of disease.
2. You can stay up-to-date on specialized exams. Your physician will alert you to age-appropriate screenings such as eye exams, cholesterol tests, and cancer screenings.

You're not alone if it's been a while since your last doctor's visit. Here are some reasons why you should stop putting it off and schedule your appointment today.

3. You'll keep up with your vaccines. Regular immunizations aren't just for kids—they're for adults too. Find out more at cdc.gov/vaccines/schedules
4. You may receive treatment for symptoms. Minor or annoying symptoms may signal a more significant health issue.
5. You can update your medical records. Your medical history changes over time. It's essential to keep your records current, share with your doctor any medications or supplements you take, describe symptoms you have, and ask questions.



If you don't have a trusted, in-network primary care physician, you can search myCigna.com for one. Not sure what preventative services are covered? Scan the code for a complete list.



August is Children's Eye Health & Safety Month

We all rely on our eyes to see and make sense of the world around us. If you're reading this, your eyes are hard at work. You use your eyes for countless other things, like helping your kids with homework, playing sports, or working.

This month, we want to raise awareness about how important it is to care for children's eyes because it is essential to physical and cognitive development.

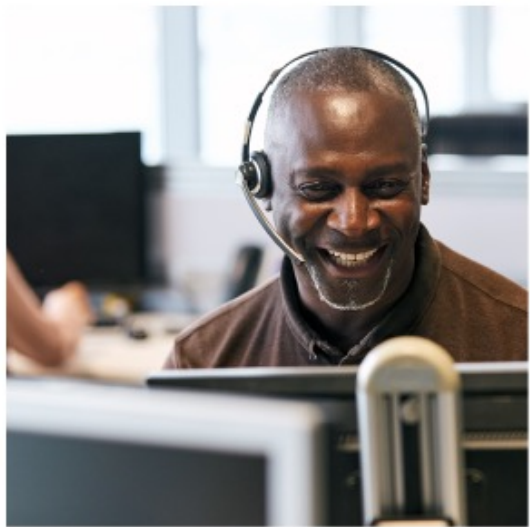
One in 20 children between the ages of three and five has a serious eye problem, and if not treated timely, it could result in permanent vision impairment. Most preschoolers do not receive routine eye screening, and parents don't realize common signs of concern like rubbing eyes, squinting, tilting, or turning heads to look at objects.



This month, schedule an eye exam for your child.



To search for a provider, visit [EyeMed.com](https://www.eyemed.com). Use the filters to find doctors specializing in pediatric care.



Are you curious if Medicare will meet your needs?

ConGlobal is now offering SmartConnect, a FREE concierge service, to explore the benefits and savings of Medicare coverage.

Who is eligible?

Employees who are Medicare-eligible.
Your extended family, friends, and loved ones can use this service.

SmartConnect is hosting webinars this month.

Medicare 101—Friday, August 25th, from 12-1 pm CST

The Styles of Medicare Coverage (a mini-webinar)—Thursday, August 31st, from 12-12:20 pm CST

Webinars fill up fast so register today! Snap the code to save your seat!



How to use the debt snowball to pay off debt

Pay off debts in order from the smallest to the largest, which can help you rack up some quick wins



The debt snowball method is a debt-reduction strategy where you pay off debt, gaining momentum as you knock out each remaining balance. When the smallest debt is paid in full, you roll the minimum payment you were making on that debt into the next-smallest debt payment.

Here's how to get started:

1. List out your debts from smallest to largest regardless of interest rate.
2. Make minimum payments on all your debts except the smallest.
3. Pay as much as possible on the smallest debt.
4. Repeat until you pay each debt off in full.

The downside of the debt snowball is that it takes work.
But it does work.



There's only one you—keep it that way!

Imagine going to pay for your groceries, and your credit card gets denied. Or seeing a large charge on your monthly credit card bill for something you didn't buy. Or you get a notice from your health insurance company that you reached your benefit limit. All these scenarios, and many more like them, happen to victims of identity theft.

Identity thieves steal your name, address, credit card or bank account numbers, Social Security number, or medical insurance information to commit fraud or other crimes. Data breaches and identity theft can happen even if you've never been the victim of a scam. That's why it's important to know the signs of possible identity theft and the steps you can take to help prevent it.

1. Track and review every bill monthly.
2. Check your bank account statement.
3. Get and review your credit reports.
4. Store documents in a safe place.
5. Use a shredder to dispose of papers with personal information.
6. Use multi-factor authentication on your accounts.
7. Create strong passwords and change them often.



Pinch & Crush Points

PINCH & CRUSH POINTS

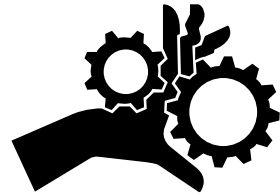
Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

 **NOTICE**



**PINCH
POINT**

Pinch & Crush Points are where two objects come together, and a body part can get caught or injured. While pinch point hazards most often involve the fingers and hands, they can also affect other parts of the body.

It's extremely important that all employees take personal responsibility and recognize pinch-point hazards in order to prevent injuries.

Pinch & Crush Points

PINCH & CRUSH POINTS

Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

We use a wide variety of tools and equipment, and we expect employees to inspect tools and equipment before use to identify potential hazards.

Examples are:

- Machinery
- Rotating mechanical parts
- Equipment with sliding parts or hinges
- Truck and equipment doors
- Catching fingers and hands under or between heavy crates, equipment, or drums when moving them
- Nipping fingers or hands with hand tools like pliers

Pinch & Crush Points

PINCH & CRUSH POINTS

Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

Minor types of pinch-point injuries include cuts, bruises, blisters, and contusions. More serious types of injuries include amputation, lacerations, broken bones, and even death.

A pinch-point injury can happen when:

- Reaching into machinery or equipment with moving parts
- Walking or working in areas with mobile equipment
- Not paying attention to the location of hands and feet
- Equipment or safety guards are in poor condition
- Dropping or carelessly handling materials
- Failing to follow proper work procedures
- Not using the correct tool for the job
- Clothing, jewelry, or hair gets caught or tangled

Pinch & Crush Points

PINCH & CRUSH POINTS

Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

After identifying hazards, the next step is to remove or safeguard the pinch-points to prevent contact. Follow these tips to avoid pinch hazards.

Never place your hands where you can't see them. If your view is obstructed, do not proceed with the work until you have a clear view of what you are working on.

Pay close attention to moving parts. Stay vigilant and pay close attention when using your hands around machinery or moving parts.

Remain alert and avoid shortcuts. We expect employees to focus on each task. Distraction and drowsiness lead to inattentive work habits and shortcuts.

Pinch & Crush Points

PINCH & CRUSH POINTS

Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

Wear proper PPE. This includes heavy-duty gloves, metacarpal guards, and forearm guards.

Check machine and tool safety guards. Guards are the most important protections against pinch-points. Never tamper or disable guards and complete pre-work inspections to ensure they are in good working order.

Create pinch-point labels. Always create, check, and maintain warning labels to place near known pinch points.

Follow Lock Out/Tag out procedures. Always make sure equipment is de-energized before starting repairs or maintenance work.

Pinch & Crush Points

PINCH & CRUSH POINTS

Remain Clear
of Moving
Equipment

Avoid Red Zones

Avoid Line of
Fire & Close
Clearance

Right Tool /
Right Job

Never walk away from machines that are on or in motion. Unattended machines could roll away and create harm for others.

Securely block equipment or parts where stored energy can be released.

Practice good housekeeping. We expect employees to keep their workspaces debris-free, clean, and orderly.

Travel only in designated traffic areas. We expect employees to remain alert and watch for moving equipment and vehicles. Only walk in designated walk areas, avoid crane path lines, and be aware of PUC lines.

Secure materials so they cannot fall or roll. Stacked parts should be strapped, racked, or interlocked to avoid shifting.



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: \$15-30, 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: \$500, 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: \$500, 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:
conglobal@cignahealthcare.com

Prescription Drugs, caremark.com

RxGRP: RX21AV
844-203-6363
800-237-2767 (Specialty Rx)

Telehealth MDLIVE 24/7,

mycigna.com
888-726-3171

Smart Connect,

gps.smartmatch.com/conglobal
833-859-1314

Omada,

omadahealth.com/conglobal
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/conglobal
877-738-7874

