

# Immanuel **FIT** Employee Wellness Program



# IMMANUEL WELLNESS PHILOSOPHY

## Mission

Christ-centered service to seniors, each other, and the community.

## Wellness Purpose Statement

Immanuel is committed to providing a healthy and safe place to work where employees are empowered and encouraged to live a healthy lifestyle. To that end, we are committed to creating a culture of wellness, providing the highest level of Christ-centered holistic wellness programs through an approach that encompasses every person's body, mind, and spirit.

## Wellness Goal

The Immanuel FIT Employee Wellness Program's overall goal is to improve our employees' quality of life. This will be accomplished by promoting programs that take a holistic approach to wellness of the body, mind, and spirit.

# WELCOME TO THE IMMANUEL FIT EMPLOYEE WELLNESS PROGRAM

We encourage you to participate in the great wellness programs Immanuel offers. You can find a complete list of programs in this packet and on our FIT wellness website at any time. For new employees, access to the website begins the first day of the month following your start date.



# WELLNESS REWARD

Earn your wellness reward and choose what’s best for you:

- \$60 each pay period (\$120 per month) applied towards:
  - Medical Premium Reduction
  - Health Savings Account Contribution
  - Dependent Care FSA Contribution
- Two mental health days off
- \$1,000 in FIT Bucks (\$250 awarded quarterly)

*Wellness reward options are subject to change.*

*New Employees: Wellness reward options vary, depending on the health insurance eligibility date.*

## Required Items

- ✓ Complete your **yearly wellness exam** with your healthcare provider.
- ✓ Complete the **“Know Your Number Assessment”** via the FIT wellness website.
- ✓ **Earn 150 points** through participation in the FIT employee wellness events and programs.

If you are a **new employee or a newly benefited employee**, you will need to complete the following activities to receive your wellness reward according to the timetable below:

New Hire/Newly Benefited Requirements (per health insurance start date)	Required Activities to Complete
January 1, 2026 - July 31, 2026	Wellness Check and Health Risk Assessment
August 1, 2026 - November 13, 2026	No requirements; start participating in January 2027

## 2026 WELLNESS CYCLE ACTIVITIES

Activity	Points	Timeframe to Complete
FIT Step Tracking (10,000 steps/day)	1 per day	1/1/26 – 11/13/26
Wellbeats Minutes	10 per month	1/1/26 – 11/13/26
BrightDime Services	Up to 60	1/1/26 – 11/13/26
Water Tracking (20 entries/month)	5 per month	1/1/26 – 11/13/26
FIT Exercise Check-in (8 check-ins/month)	10 per month	1/1/26 – 11/13/26
National Diabetes Prevention Program	20 per month	1/12/26 – 11/13/26
Wellbeats: Get Fit, Begin Challenge	35	1/19/26 – 2/9/26
BrightDime Webinar: Financial New Year's Resolution	10	1/27/26
Mind Matters Challenge	40	3/9/26 – 4/6/26
Drake Road Race	30	Spring 2026
Maverick Run & Walk	30	Spring 2026
Havelock Run and Walk	30	Spring 2026
Kick It Up! Walking Challenge	45	5/4/26 – 6/15/26
The Longest Day	10	6/22/26
Wellbeats: Simply Prepped	25	8/3/26 – 8/17/26
BrightDime Webinar: How to Fight Consumerism During the Holidays	10	9/22/26
Alzheimer's Association Memory Walks	30	Fall 2026
Flu Vaccination	20	September – October 2026
Wellness Webinar	10	October 2026
Wellbeats: Stress Less	25	10/19/26 – 11/2/26
COVID Vaccination	20	1/1/26 – 11/13/26
E-Learning Series (20 points each)	Up to 40	1/1/26 – 11/13/26
Tobacco Cessation e-Learning Series	30	1/1/26 – 11/13/26
Participate in a Sports League	30	1/1/26 – 11/13/26
Preventative Exam(s)	Varies	1/1/26 – 11/13/26
Volunteer (20 points each)	Up to 60	1/1/26 – 11/13/26
Participate in Run/Walk/Cycle of Your Choice (30 points each)	Up to 60	1/1/26 – 11/13/26
<b>Yearly Wellness Check</b>	<b>Required</b>	<b>1/1/26 – 11/13/26</b>
<b>Health Risk Assessment</b>	<b>Required</b>	<b>1/1/26 – 11/13/26</b>

## ONGOING PROGRAMS

- HealthJoy Employee Assistance Program (EAP)
- Chapel Services
- Pastoral Services
- Devotions/Prayer
- Exercise Prescriptions
- Helping Hands PTO Assistance
- The Word in Season
- Tobacco Cessation
- Weight Watchers Reimbursement

## PROGRAM DESCRIPTIONS

### FIT Step Tracking

Did you know it is recommended to complete 10,000 steps a day? How would you like to receive points each time you achieve this goal? Receive one point for each day you take 10,000 steps! You must sync your smart device to the FIT wellness website to record your steps automatically or use a pedometer to manually enter your steps daily. Connection directions and a list of compatible devices are available on the FIT wellness website under **My Program > Device App Connect**.

### Wellbeats Minutes

Exercise is excellent for the body, mind, and spirit. Enjoy FREE access to over 500 workouts ranging from 1-60 minutes. Access via the FIT wellness website or app. For every month you complete 100 minutes of programming, you will earn 10 points. Points are awarded on a monthly basis and reset at the end of each month.

### BrightDime Services

Immanuel offers FREE financial wellness resources. Take advantage of the easy-to-navigate platform that helps you track and manage goals, budget, spending, and investments with one simple login. Expert coaches can provide one-on-one guidance on financial questions, big or small. Earn points for registering (5 points), completing a financial wellness survey (5 points), creating a budget, reducing debt, or successfully saving (10 points per month). You can earn up to 60 points per wellness cycle by using BrightDime.

### Water Tracking

Did you know adults are 60% water and our blood is 90% water? Water is essential for bodily functions and a cornerstone of health and wellness. Track your water intake for 20 days each month and earn 5 points. Simply go to **My Health > Fitness & Nutrition** on the FIT wellness website. Scroll to **Water** and click the **Add+** button to enter your daily intake. Please note: points are awarded on a monthly basis.

## PROGRAM DESCRIPTIONS

### **FIT Exercise Check-in**

Use the Wellworks mobile app and check in at local fitness facilities or even your home workout! By using the app's check-in feature, you can log a minimum of eight workouts a month to earn 10 points. You must check in on the day of your workout, and you can only log one workout per day. The **Check-In** feature can be found on the bottom, right-hand corner of the Wellworks app. Points are awarded on a monthly basis and reset at the end of each month.

### **National Diabetes Prevention Program (NDPP)**

NDPP is a 12-month program delivered virtually via your mobile device or computer. This program begins January 12, 2026, and is a private, secure experience that includes a lifestyle coach to lead your program and give you personal feedback throughout the entire program, recording various parameters (activity, weight, meals) with customized input from your coach regarding your progress, 26 video lessons that can be viewed weekly at your convenience, and an online community to share your experiences with individuals within your group. For more information, contact the wellness staff at your site to register before January 7, 2026. It is worth 20 points each month you are actively participating.

### **Wellbeats: Get Fit, Begin Challenge**

Start the new year off right and join us for a complete fitness program that increases cardio fitness, muscular strength, mobility/flexibility, and nutrition knowledge. Join us for this three-week challenge, taking place from January 19 to February 9. Each week includes classes that are strength and cardio combos, mobility and recovery, targeted core training, a short nutrition class, and a rest day after a full week of training. Earn 35 points by completing the required activities.

### **BrightDime Webinar: Financial New Year's Resolution**

Join us on January 27 and kick off the new year right by setting achievable financial goals. This session will guide you through setting up a roadmap to tackle debt or start saving. Learn how to turn resolutions into real financial progress. Worth 10 points towards your wellness reward.

### **Mind Matters Challenge**

Join us for this healthy habits challenge taking place from March 9 to April 6, 2026. Just like we exercise our bodies, it's crucial to care for our minds. During this challenge, you will focus on adopting small, impactful habits that improve your mindset and create a healthier mental environment. By focusing on simple, day-to-day changes, from refreshing your surroundings to nurturing positive routines, you'll experience the benefits of prioritizing your mental health. This challenge is four weeks and worth 40 wellness points.

## PROGRAM DESCRIPTIONS

### Drake Road Race

Join us this Spring for the annual Drake Road Race ending on the blue oval. This event includes a 5K (run/walk), 10k run, or half-marathon. Participation is worth 30 points towards your wellness reward.

### Maverick Run & Walk

Join Immanuel in support of the University of Nebraska at Omaha Athletics. This event includes a 10K run, a 5K run/walk, and a children's race. More information to come as the date approaches. Participation in this event is worth 30 points toward your wellness reward.

### Havelock Run and Walk

Join us in Lincoln as we race through the historic Havelock neighborhood. 3K (1.86 miles) and 10K courses available. It is worth 30 points towards your wellness reward.

### Kick It Up! Walking Challenge

Join us for this 6-week step challenge from May 4 to June 15, 2026. Lace up your cleats and get ready to score big in this interval walking challenge. Over six weeks, level up your activity by progressing through three intervals, finishing strong with 7,500 steps per day. Just like soccer, consistency is key – each step builds your endurance and brings you closer to your goal. Earn 40 points towards your wellness reward.

### The Longest Day

On June 21, the summer solstice, people worldwide will participate in a fundraising activity on The Longest Day. Together, the strength of our light will outshine the darkness of Alzheimer's. We will offer an on-site event at each Immanuel location to support The Longest Day. This event is worth 10 points towards your wellness reward and will take place on Monday, June 22.

### Wellbeats: Simply Prepped

Simplify your cooking routine with practical tips and delicious recipes. Learn how to plan your menu and stock a healthy pantry, discover easy snack and meal ideas, and master batch cooking for stress-free meals. You'll be ready to enjoy nutritious meals with ease! Join us for this two-week program from August 3 to August 17, 2026.

### BrightDime Webinar: How to Fight Consumerism During the Holidays

Join us on September 22 as we discuss how to navigate the holiday spending season without the stress. This webinar offers practical strategies to curb impulse buying, manage budgets effectively, and focus on what truly matters, ensuring you enter the new year financially sound.

## PROGRAM DESCRIPTIONS

### Alzheimer's Association Memory Walks

Immanuel continues to support the Alzheimer's Association Memory Walks. Employees are given the opportunity to participate in these events by walking to show their support. Participation in one of these events is worth 30 points towards your wellness reward. Walks take place in Fall 2026 in Council Bluffs, Omaha, Lincoln, and Des Moines. More details to come!

### Flu Vaccination

All employees are offered a free flu shot on an annual basis. Flu shot clinics take place at each Immanuel location during September and October. Receiving your flu vaccination is worth 20 points towards your wellness reward.

### Wellness Webinar

Join us for a virtual wellness education opportunity in October. The wellness webinar will be available on the FIT wellness website in the learning center section. Watch the webinar and complete the questions to earn 10 points towards your wellness reward.

### Wellbeats: Stress Less

Calm your mind and body in this 14-day "Stress Less" program. Includes a day-by-day schedule of yoga, cardio, mindfulness, stretching, and nutrition classes to manage stress and promote a healthy, positive mindset. This challenge runs from October 19 to November 2, 2026, and is worth 25 wellness points.





## PROGRAM DESCRIPTIONS

### COVID Vaccination

Earn points for receiving your COVID vaccine. See the FIT wellness website **Form & Documents** tile for the COVID Vaccine Form. Upload the completed form to the FIT wellness website to earn 20 points.

### Learning Center Series

Choose from a variety of series in this self-study platform. Programs are designed to educate, inform, and inspire behavioral change. Go to **My Program > Learning Center** in the website/app and access the “These Are For You”, “Featured Categories”, or “Trending Topics” sections to view the series available. Each series is worth 20 points; complete a maximum of two per year to earn 40 points for each wellness cycle.

### Tobacco Cessation e-Learning Series

This seven-week module e-learning series smoking cessation program is designed to help individuals work towards an ultimate quit day. Ex-smokers can also benefit from this program to help reinforce reasons for quitting and to prevent any relapses. Topics include: Tobacco and its Health Risks, Understanding Tobacco Use, Triggers and Healthy Habits, Understanding NRT, Combining NRT with Behavioral Support, Coping Strategies, and Living a Tobacco-Free Life Long Term. Completion of this e-learning series is worth 30 points toward your wellness reward! Visit the e-learning tab within the FIT wellness website to get started today!

### Participate in a Sports League

Do you participate in a sports league? You can receive 30 points by participating in a sports league of your choice once during a wellness cycle. See the FIT wellness website **Forms & Documents** tile for the sports league form. Upload the completed verification form to the FIT wellness website to receive your points.

### Preventative Exams

Earn points for each wellness cycle by participating in preventative health. You can earn points per screening/exam for the following: vision, dental, dermatology, colorectal, annual OB/GYN, mammogram, Pap smear, and prostate. The Preventive Exam Form is available on the FIT wellness website in the **Forms and Documents** tile. Complete and upload the form to the FIT wellness website/app to receive your points.



## PROGRAM DESCRIPTIONS

### Volunteer

Do you volunteer for charitable causes throughout the year? Do you enjoy serving others? You can receive 20 points by volunteering a minimum of an hour of your time. You can volunteer up to three times annually for 60 points towards your wellness reward. See the FIT wellness website **Forms & Documents** tile for the paperwork. Upload the completed verification form to the FIT wellness website to receive your points.

### Participate in a Run/Walk/Cycle of Your Choice

Are you an avid runner, walker, or cyclist? Do you participate in various events throughout the year? Receive 30 points for participating in the event of your choice. You can verify an event's participation twice per wellness cycle to earn up to 60 points toward your wellness reward. See the FIT wellness website **Forms & Documents** tile for the paperwork. Upload the completed verification form to the FIT wellness website to receive your points.

### Yearly Wellness Check

Did you know seeing your doctor for a yearly wellness check is a great preventative health measure? Visiting your physician is one of the **REQUIRED** activities to receive your wellness reward. **Each Immanuel hourly employee will receive two hours of "Well Visit PTO" to complete their yearly wellness check.** Salaried individuals can also visit their doctor during work without utilizing PTO. See the FIT wellness website **Forms & Documents** tile for the paperwork to have your physician complete during your visit. Upload the completed physician results form to the FIT wellness website.

### Know Your Numbers Health Risk Assessment

Know Your Numbers Assessment is an evidence-based health risk assessment and education tool that evaluates an individual's risk for nine of the most costly, modifiable chronic diseases. This is a **REQUIRED** activity and can be completed at any time during the wellness cycle.

## ONGOING PROGRAMS DESCRIPTIONS

### HealthJoy Employee Assistance Program (EAP)

From recurring annoyances to a life-changing crisis, we all experience difficulties in our personal lives every now and then. HealthJoy EAP offers expert guidance to help address and resolve everyday issues. Access support whenever and wherever is most convenient. Services include free short-term counseling for employees and their spouses/children, child and elder care referrals, legal consultations, identity theft support, and convenience referrals (home repairs, pet care, car repair, travel, and more). Contact: 1-888-731-3327, email [support@mysupportportal.com](mailto:support@mysupportportal.com), or text 'support' to 51230.

### Chapel Services

Immanuel employees can attend chapel services at their location during the workday. There are also chapel services available at each location for various events. Memorial services and funerals of residents/participants can also occur at each location, and employees are encouraged to attend to assist with the grieving process and for closure. Services are open to all faiths, and although we are a Christ-centered organization, Immanuel welcomes individuals from all spiritual backgrounds.

### Pastoral Services

Employees can meet one-on-one with Immanuel's pastoral staff for support and to discuss items of concern or where assistance is needed in their personal/spiritual lives.

### Devotions/Prayer

As part of the culture of Immanuel, we embrace the practice of devotion/prayer.

### Exercise Prescriptions

Employees of Immanuel are eligible to access wellness centers at various Immanuel locations FREE of charge. Wellness staff can design an exercise program specifically to meet your goals and orient you to the equipment.

### Helping Hands Financial Assistance

The Helping Hands Fund supports Immanuel employees who need financial assistance or time off due to an unforeseen situation or event. If you would like to donate, contact the Immanuel Foundation. If you would like to request assistance, contact human resources.

## ONGOING PROGRAMS DESCRIPTIONS

### Helping Hands PTO Assistance

This program provides paid time off for employees who request assistance due to an unexpected medical leave of absence. Current employees donate PTO hours to benefit other employees who apply and are approved to use donated PTO time. If you would like to contribute, contact payroll. If you would like to request assistance, contact human resources.

### *The Word in Season*

All staff members of Immanuel can obtain a free *The Word in Season* spiritual devotion book after a year of employment.

### Tobacco Cessation

To provide employees and residents/participants a healthy environment in which to live and work, and as a commitment to Immanuel's wellness philosophy, Immanuel's locations are 100% tobacco-free. To support those who are looking for resources to quit using tobacco products, Immanuel will reimburse up to \$100 per person, per (rolling) year. Please contact human resources for approval of services.

### Weight Watchers Reimbursement

Employees can take advantage of the Weight Watchers program that focuses on awareness, education, and behavior modification.

We encourage independent participation in Weight Watchers. Upon successful completion, Immanuel will reimburse employees 50% of the cost. Receipts of participation and goal accomplishments must be submitted to the wellness staff at your location.

## MORE FEATURES ON THE WELLWORKS FOR YOU MOBILE APP

You can link a device, view the notification inbox, set up push notifications, upload your forms, and more from the mobile app!



APPLE STORE



GOOGLE PLAY

# FIT WEBSITE



## FIT Wellness Website

The FIT wellness website provides various resources to get in shape, eat healthy, quit smoking, and earn points towards your Immanuel FIT employee wellness program. Once you log in, you can access monthly recipes and grocery lists, an interactive fitness and nutrition dashboard, device capabilities, educational tools, and more!

## Getting Started is Easy

Take your first step on this path to better health by registering online today.

- Go to [WellworksForYouLogin.com](http://WellworksForYouLogin.com)
- Your log-in username will be first name/last name/employee ID#  
Example: johndoe123 (all lowercase)
- Your default log-in password will be your date of birth in MM/DD/YYYY format (please include the / within your password; you will then be prompted to change your password)

## Personalized, Safe, and Confidential

Use the FIT wellness website to log your personal health activity. Track your health metrics, workouts, and meals. You can even personalize your site with an avatar! As a reminder, everything you log in to the website is completely safe and confidential.

## IT'S GO TIME!

Here are some of the highlights of the FIT wellness website that will encourage and empower you to live a healthy lifestyle.

### My Incentives

Earn a wellness reward by participating in various events. Your goal is to complete your yearly wellness check and Know Your Numbers Assessment and earn 150 points by participating in multiple activities.

### Programs and Events

Keep track of any upcoming events and programs in one spot.

### Fitness and Nutrition Dashboard with App Integration

Make wellness easy - log your steps, workouts, water intake, food, sleep, and more in the Fitness and Nutrition Dashboard on the wellness website. This tool allows you to stay on top of your physical activity by logging your workouts and setting weight loss goals. You can also monitor your food consumption by logging your food and designing meal plans for yourself. You can sync data from many popular apps, including Fitbit, MyFitnessPal, Jawbone, Garmin, MapMyRun, and more.

### iPhone and Android App

The Wellworks For You Portal app includes all your favorite features from the portal, including weekly recipes and grocery lists, pedometer tracking, and more! Android and iPhone users can search “Wellworks For You” in [Google Play](#) or the [App Store](#) to download the app.

### Monthly Newsletter

Stay up-to-date on the latest wellness trends, health observances, and monthly recipes with the Wellworks monthly newsletter. Available in the “Forms & Documents” section of the website.



## IMMANUEL FIT WELLNESS WEBSITE

The FIT wellness website connects you with tools to help you make smarter choices and lasting changes to better your health.

[WellworksForYouLogin.com](http://WellworksForYouLogin.com)



## CONTACT THE WELLNESS STAFF AT YOUR LOCATION TO GET STARTED!

Arboretum Village 402-991-4210	Copper Shores Village 515-262-4444	Deerfield 515-331-6903
Graceview Courtyard 402-829-3200	Grand Lodge 402-489-8003	Immanuel Campus 402-829-3207
Lakeside Campus 402-829-9035	Newport House 402-829-3207	Pacific Springs 402-829-3267
Pathways Central IA 515-270-5000	Pathways Eastern NE 402-829-3200	Pathways Southwest IA 712-256-7403
The Landing 402-328-2203	Trinity Campus 402-829-6907	Yankee Hill Village 402-858-4127
	Home Office 402-829-2979	

*If you are a part-time employee and would like to utilize the Immanuel FIT employee wellness website, please contact the wellness staff at your location.*



Affiliated with the Nebraska Synod, Evangelical Lutheran Church in America