

Spring!

MAY 2016 NEWSLETTER

Ditch the Card — Go Mobile
pg. 4

Keep Fully Charged
pg. 5

**Five Work Habits That
Can Wreck Your Teeth**
pg. 7

**HSA, FSA and HIA:
What's the Difference?**
pg. 8

**Are You Earning Wellness
Incentive Credits and Dollars?**
pg. 13

What's Inside



4 Ditch the Card — Go Mobile!

Check out the latest apps available to help you access tools and resources on the go.

5 Keep Fully Charged!

Our calendar of upcoming events will keep you moving all summer long.

6 Take a Closer Look: Facts About Your Vision Coverage

Learn how to make the most of your vision benefits this year.

7 Five Work Habits That Can Wreck Your Teeth

Helpful tips to keep your mouth healthy between dental cleanings.



8 HSAs, FSAs and HIAs: What's the Difference?

Find out how to make the most of your tax-advantaged accounts.

10 Wear Red Healthy Selfie Winners

See the winning photos from your coworkers!

11 Expecting a New Addition to the Family?

Congratulations! Find out about the resources available to help you prepare.

11 New Video Counseling Options Through the Employee Assistance Program

Learn about the new capabilities of the EAP counseling service.



12 Back-Up Care is Here When You Need It

Find out more about this service and how it can give you peace of mind this summer.

13 The HealthySteps to Wellness Program: Are You Earning Wellness Incentive Credits & Dollars?

Actions you need to take in order to earn wellness incentive dollars in 2016.

14 Tips and Tricks: Get Familiar with Keas

Participate in Keas activities to earn credits toward your quarterly goal.

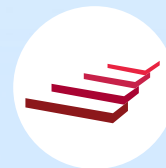
15 Go Mobile With Keas

Don't forget! You can access Keas whenever, wherever.

Need information about your benefits?

Want details about the *HealthySteps to Wellness* program?

Access the mobile version of www.healthysteps4u.org 24/7 from any mobile device.



HealthySteps



Ditch the Card — Go Mobile!

Save time and get instant access to helpful tools and resources any time, right from your mobile device. Check out the latest apps available now in the Apple iTunes and Android Google Play stores, and stay tuned for regular updates!



Aetna Mobile

What you can do: Find doctors, check claims status, access ID cards and view your personal health record

Keas

What you can do: Take quizzes to earn points, snap photos and share them in the Keas community, update your status on the go and stay in touch with your workout friends using the interactive newsfeed

CVS/caremark

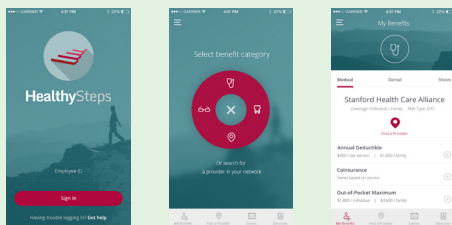
What you can do: Refill a prescription and check drug prices (learn more about the CVS/caremark app at <http://info.caremark.com/video>)

Delta Dental

What you can do: Estimate dental care costs, find a dentist and access your ID card

Bright Horizons Back-Up Care

What you can do: Submit new back-up child/elder care requests, cancel reservations, request previous care providers and find nearby child care centers



Coming Soon!

The HealthySteps mobile app is launching early this fall, providing you with all of your ID cards in one place, links to find a doctor, details about your plans and more. Details coming soon!

Keep Fully Charged!

*Upcoming
Events You
Won't Want
to Miss!*

June 4, 2016

**2016 Silicon Valley
Kidney Walk**

Time: Check in starting at 9AM, race begins at 10:15AM

Location: Cityview Plaza, San Jose

Register to run or walk with the Stanford Health Care Team and pay no registration fee: <http://stanfordhealthcare.org/events>

Learn more at www.kidneywalk.org



June 27 - August 26, 2016

HealthySteps Health Improvement Program (HIP) Roadshow

Let's get moving! Participate in a variety of FREE exercise and healthy living classes. All classes offered at various times and locations within our Stanford community

For details about class offerings and locations, visit www.wellness.healthysteps4u.org.



June 19, 2016

2016 Summer Scamper

Time: Check in starting at 6:30AM, race begins at 8AM

Location: Race starts on Galvez Street in front of the Frances C. Arrillaga Alumni Center

For more details, visit <http://www.summerscamper.org>



June 20, 2016

Summer Classes Begin for HIP Group Fitness and Healthy Living Classes

Hip Registration for Summer Classes opens on June 7

To learn more or register for classes, visit <http://hip.stanford.edu>



June 22, 2016

Lunch and Learn: Dermatology Skin Safety/Health with Dr. Sumaira Aasi

Time: 12PM – 1PM

Location: Li Ka Shing Building, Berg Hall
No registration required



July 7, 2016

Sun Safety Information Table

Time: 11AM – 2PM

Location: Hospital Atrium

July is Sun Safety month. Learn more about sun safety and receive a complimentary UV ray bracelet.



July 27, 2016

Bricks and Clicks: The Latest Development in Health Care

Time: 12PM – 1PM

Location: Alway Building, Room #M106

No registration required. Bring your lunch and learn with us!



Take a Closer Look: Facts About Your Vision Coverage

Article courtesy of VSP



Your eyes are the window to your overall health.

In addition to your general eye health, your eyes provide a clear view of your blood vessels, arteries and one of your cranial nerves, which can help detect serious signs of health conditions, including high cholesterol, diabetes and brain tumors. By visiting your optometrist for a routine eye examination for only a \$10 copay each year, you can learn about health conditions you may be at risk of developing.

A retinal screening could save your life.

A retinal screening is relatively new technology that uses high-resolution imaging to take pictures of the inside of your eye. These images will help your doctor get a full picture of the health of your retina, and detect and manage any eye or health conditions such as glaucoma, diabetes and macular degeneration. Ask your optometrist to complete a retinal screen as part of your annual eye exam for only a \$20 copay.*

Eyeglasses cost you even less in 2016.

Your eyeglass copay through your hospital-provided vision coverage decreased for 2016.* Now you can get those stylish glasses you've been eyeing. You also have access to additional discounts for sunglasses, contacts, and LASIK through www.vsp.com. Just click on the "Special Offers" link on the top under "Members."

Your medical coverage through the hospital covers in-network well-child vision screenings once a year at no cost to you. Consider scheduling well-child vision screenings for your children before the start of each school year.

**Not applicable to CRONA employees.*



Studies show that more than 12.1 million school-age children, or one in four, have some form of a vision problem,¹ and that 60% of students identified with learning disabilities have undetected vision troubles.²

1 Donahue SP, Johnson TM, Ottar W, Scott WE. Sensitivity of photoscreening to detect high-magnitude amblyogenic factors. J AAPOS. 2002;6:86-91.

2 American Optometric Association

Five Work Habits That Can Wreck Your Teeth

Article courtesy of Delta Dental



1. Using your teeth as tools

DON'T tear off a piece of tape with your teeth, rip open packaging with your incisors or hold pins in your mouth.

WHY NOT? You'll chip away at your enamel and risk breaking your teeth.

DO use scissors or other tools.

2. Chewing on pens and pencils

DON'T bite on your pen or pencil as you work.

WHY NOT? You'll wear down the edges of your teeth, potentially causing a toothache and fractures.

DO snack on celery or carrot sticks until you lose the habit.

3. Drinking coffee all day long

DON'T nurse your latte throughout the day.

WHY NOT? You'll dry out your mouth, leading to bad breath and cavities. Plus, you'll stain your teeth over time.

DO choose green tea for a caffeine boost. If you can't go without coffee, skip the sugar and follow it with a glass of water.



4. Having a smoke break

DON'T smoke cigarettes or e-cigarettes.

WHY NOT? Besides causing lung cancer, smoking also multiplies your risk of oral cancer, tooth loss, gum disease and even cavities.

DO ask your doctor for help quitting.

5. Leaving your toothbrush at home

DON'T wait until you get home to brush and floss.

WHY NOT? Plaque starts forming on your teeth immediately. The longer you wait, the harder it is to remove.

DO keep a toothbrush, some toothpaste and a container of floss in your desk or bag to use after lunch.

EMPLOYEES IN ACTION:



HealthySteps Wellness Ambassadors at the Champion Appreciation event

The HealthySteps Champion Appreciation event was held on March 15, 2016, to honor our HealthySteps Champions for their time and efforts throughout the year. Our program wouldn't be a success without them!

If you would like to join this group of over 1000 Wellness Champions who are supporting these positive changes, please email healthysteps@stanfordhealthcare.org and we'll add you to our growing list of active Champions. The time commitment is as small or large as you'd like.

HSA, FSA and HIA: What's the Difference?



Tax-advantaged accounts are a great way to save for medical expenses now — and in the future. Get familiar with the various types of accounts — and how they can help you pay for qualified medical, dental, vision and prescription drug expenses throughout the year. For more information about these accounts, visit <http://www.healthequity.com/ed/shclpch/> (be sure to include “http://”) or call 1.877.395.6548.

Save and Use

Flexible Spending Accounts (FSAs)	
What are they?	<ul style="list-style-type: none"> Two types of accounts that allow you to set aside pre-tax money each year: <ul style="list-style-type: none"> – Health Care FSA – Dependent Daycare FSA
Who is eligible?	<ul style="list-style-type: none"> The Health Care FSA is offered to Stanford Health Care Alliance Plan and Kaiser HMO Plan participants, employees who choose to waive medical coverage, and Aetna Choice POS II Plan participants who are not eligible for an HSA The Dependent Daycare FSA is available to all employees
What can I use the funds in my account for?	<ul style="list-style-type: none"> Use the funds from the Health Care FSA to pay for eligible medical, dental and vision expenses. Learn more at http://learn.healthequity.com/qme/ Use the funds from the Dependent Daycare FSA to pay for eligible elder and child daycare expenses. Learn more at http://healthequity.com/ed/resources/docs/DCRA_overview.pdf
How much can I contribute?	<ul style="list-style-type: none"> The Health Care FSA allows you to contribute up to \$2,500 in 2016 and the Dependent Daycare FSA allows you to contribute up to \$5,000 in 2016
Do the funds roll over from year to year?	<ul style="list-style-type: none"> Funds do not roll over from year to year, so you must use all contributions from both accounts by December 31, 2016 You must submit all claims incurred for the 2016 calendar year by March 15, 2017
How can I use my account and submit claims?	<ul style="list-style-type: none"> To use money in your Health Care FSA, use the debit card that was issued to you when you enrolled in the plan. If you cannot pay with a debit card at the time of service, you may submit your claims by visiting http://www.myhealthequity.com. If you are enrolled in the Dependent Care FSA, submit claims for reimbursement of eligible expenses, up to the amount of contributions available in your account at the time of submission. Visit http://www.myhealthequity.com to access your account.

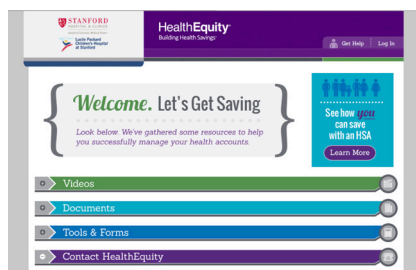
Save and Earn

Health Savings Account (HSA)	
What is it?	<ul style="list-style-type: none"> The HSA account is 100% owned by you and is a great way to save money for health care expenses now and during retirement
Who is eligible?	<ul style="list-style-type: none"> It is only available if you are enrolled in the Aetna Choice POS II Plan*
What can I use the funds in my account for?	<ul style="list-style-type: none"> Use the funds in your HSA to pay for eligible medical, dental and vision expenses. Learn more at http://learn.healthequity.com/qme/
How much can I contribute?	<ul style="list-style-type: none"> Contribute up to \$3,350 (individual) or \$6,750 (family), and an additional \$1,000 catch-up contribution for those 55 and older in 2016
Do the funds roll over from year to year?	<ul style="list-style-type: none"> 100% owned by you and funds roll over from year to year
How can I use my account and submit claims?	<ul style="list-style-type: none"> To use money in your HSA, use the debit card that was issued to you when you enrolled in the plan. If you cannot pay with a debit card at the time of service, you may submit your claims by visiting http://www.myhealthequity.com.

* You are not eligible to enroll in an HSA if you are covered by another health plan that is not a qualified high-deductible health plan, you or your spouse has a Health Care Flexible Spending Account (FSA) for 2016, you are currently enrolled in Medicare A/B, or if you are claimed as a dependent on another person's tax return.

Earn Now, Use Now

Health Incentive Account (HIA)	
What is it?	<ul style="list-style-type: none"> The HIA account is funded by the hospital and is based on your participation in the <i>HealthySteps to Wellness</i> program
Who is eligible?	<ul style="list-style-type: none"> Available if you are enrolled in the Stanford Health Care Alliance Plan or the Kaiser HMO Plan, or if you are an Aetna Choice POS II Plan participant and not eligible for an HSA
What can I use the funds in my account for?	<ul style="list-style-type: none"> Use the funds to pay for eligible medical, dental and vision expenses. Learn more at http://learn.healthequity.com/qme/
How much can I contribute?	<ul style="list-style-type: none"> You cannot make contributions into this account
Do the funds roll over from year to year?	<ul style="list-style-type: none"> Funds do not roll over from year to year, so you must use all contributions by December 31, 2016 You must submit all claims incurred for the 2016 calendar year by March 15, 2017
How can I use my account and submit claims?	<ul style="list-style-type: none"> To use money in your HIA, submit claims for reimbursement of eligible expenses, up to the amount of contributions available in your account at the time of submission. You may submit your claims by visiting http://www.myhealthequity.com.



Our HealthEquity website offers a variety of tools, resources and videos to help you learn more about tax-advantaged accounts. Visit <http://www.healthequity.com/ed/shclpch/> (make sure to include "http://" when typing the address into your browser) from any computer or mobile device.

Wear Red Healthy Selfie Winners!

We had a great response to our February Wear Red Healthy Selfie Contest! All individuals who posted a photo wearing red on the Keas social feed during February were entered into a raffle for a chance to win \$25 or \$5 for Honorable Mention.



Healthy Selfie Honorable Mention submitted by Kathryn Forcey — Lucile Packard Children's Hospital Stanford



Healthy Selfie Winner submitted by Billie Kallberg — Stanford Health Care



Healthy Selfie Group Honorable Mention submitted by Daisy Magtibay — Stanford Health Care



Healthy Selfie Group Honorable Mention submitted by Annalie Colina — Lucile Packard Children's Hospital Stanford



Healthy Selfie Winner Sandy Leow — Lucile Packard Children's Hospital Stanford



Healthy Selfie Group Winner submitted by Marlen-Hazel Dimayacac — Lucile Packard Children's Hospital Stanford



Healthy Selfie Group Winner submitted by Rosalie Geronimo — Stanford Health Care



Healthy Selfie Group Honorable Mention submitted by Jennifer Al Sanady — Lucile Packard Children's Hospital Stanford

Expecting a New Addition to the Family?



Congratulations! To help you prepare for this exciting event, visit the “Leave & Time Off” section of www.healthysteps4u.org to plan for your maternity leave.

- Read frequently asked questions about Pregnancy Disability Leave
- See details about the Hospitals’ Leave of Absence eligibility
- Review checklists for expecting and new moms and dads
- Access helpful resources, including educational videos for both moms and dads to help prepare and give you peace of mind once the baby arrives

To find out more information, visit <https://healthysteps4u.org>, click on “Leaves and Time Off” and then “Pregnancy Disability Leave.”



Experiencing a life event? Don’t forget to update your benefits!

If you experience a qualifying life event mid-year like having a baby or getting married, don’t forget that you must make any changes to your benefits within 31 days of the event. If you don’t take action within 31 days of the event, your next opportunity to make changes to your benefits will be in the fall of 2016 for 2017. To find out more about qualifying life events and to make changes to your benefits, contact Benefitsolver at 1.855.327.5025.

New Video Counseling Options Through the Employee Assistance Program

The Employee Assistance Program (EAP) offers up to 10 counseling or informational sessions per issue, per year. These sessions are offered to you at no cost and can help with issues like marital and relationship difficulties, stress management, conflict resolution, finding work/life balance, estate planning and household budgeting.

In addition to telephonic counseling, our EAP provider, **Beacon Health Options**, now provides video counseling for some sessions. You’ll be able to talk with a counselor via any desktop computer, tablet or smartphone that has video capabilities.

Is My Video Session Private?

Yes, video sessions are confidential and are not recorded. The EAP uses a platform that incorporates security measures, such as encryption, to protect your information in compliance with the Health Insurance Portability and Accountability Act’s (HIPAA) privacy policies and regulations.

To access the EAP, call 1.855.281.1601 or visit www.achievesolutions.net/shclpch.

“I just wanted to give you some feedback on the EAP website resources. This is from a personal perspective. I used the site to research student loan debt and consolidation options. It was very helpful for resources and links to other sites. Probably never would have thought about it unless I started to learn about it through working on the EAP program.”

- Hospital Employee

Back-Up Care Is Here When You Need It



Bright Horizons provides back-up care 24 hours a day, 365 days a year, for your loved ones of any age, whether healthy or mildly ill. You may utilize up to 80 hours of care per calendar year when you need to be at work and your regular caregiver is unavailable, your child's regular school is closed or your adult/elder relative needs care at home after surgery or illness.

The copay is \$2 per hour per child for center-based child care, and \$4 per hour for up to three people for in-home care.

For more information, visit www.healthysteps4u.org or call 1.877.242.2737.

In addition, the Family Matters Resource Room from Bright Horizons provides valuable information and resources. While you're there, check out the free, bi-monthly Family Matters Webinar Series that gives you the latest expert information on parenting, work/life integration, education, caregiving, and family life. Register online for upcoming webinars and access archives at www.brighthouse.com/familymatters.

Upcoming Webinar Topics include:	
July	Choosing Early Childhood Education
September	Learning from Work/Life Culture Abroad
November	Is Work/Life a Myth?

Don't forget to check out the Back-Up Care mobile app! To download, see page 4.

7,932

Number of back-up care hours used by Hospital employees during 2015.



Back-Up Care is Great! Hospital Employee Testimonials:

"She [the caregiver] is wonderful, caring and is welcome to my house anytime. My little ones loved her the first day they met her."

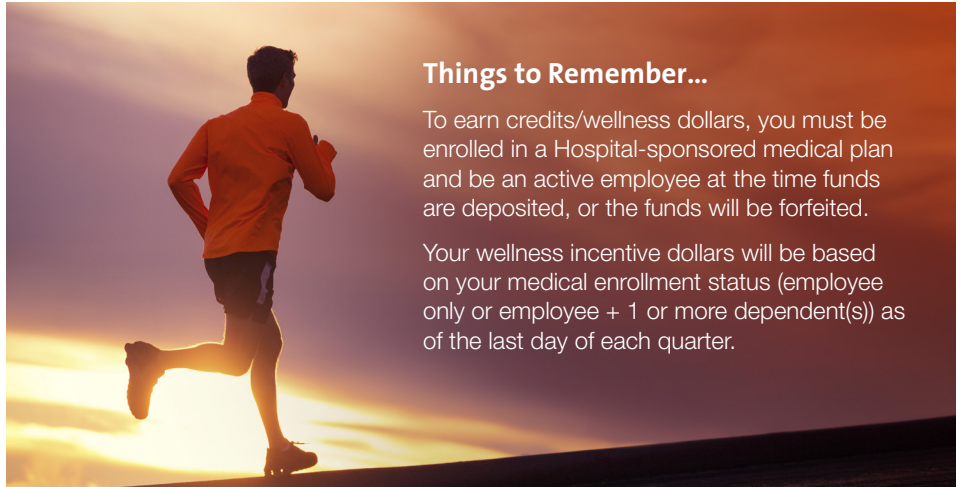
"I was very satisfied with the caregiver that was assigned to take care of my 7-month old son. She did a very good job and I would request her in the future."

"Our recent care provider, Angelina, was awesome! She took the girls to the park daily and did lots of crafts and games with them."

The *HealthySteps to Wellness* Program: Are You Earning Wellness Incentive Credits & Dollars?

Beach season is upon us, which is a great time to assess where you're at against your health goals for 2016. Did you lose that holiday weight you put on? Are you hitting the gym as much as you said you would in January?

Our *HealthySteps to Wellness* program is a great way to get your health goals back on track and earn credits, which could translate to wellness incentive dollars contributed to your Health Savings Account (HSA) or Health Incentive Account (HIA).



Things to Remember...

To earn credits/wellness dollars, you must be enrolled in a Hospital-sponsored medical plan and be an active employee at the time funds are deposited, or the funds will be forfeited.

Your wellness incentive dollars will be based on your medical enrollment status (employee only or employee + 1 or more dependent(s)) as of the last day of each quarter.

I completed my Q1 activities and earned 100 credits

I didn't complete my Q1 activities

Awesome! You're on track to earn your full wellness incentive for 2016!

But don't slow down now, keep up the good work! Between April 1 and June 30, you must earn at least 200 credits by participating in Keas Challenges, Quests and Quizzes in order to earn your wellness incentive dollars for Q2 — \$200 if you cover yourself or \$400 if you cover dependents. Also, don't forget to check Keas — you may have some credits that rolled over from Q1.

That's ok! You can still earn a wellness incentive in 2016!

It's not too late to get started in the *HealthySteps to Wellness* program, as Q2 is currently underway.

Get Started Today

To start earning credits toward wellness incentive dollars, you must first complete your required activities (the Health Assessment, biometric screening, and attest to being tobacco-free or attend a tobacco cessation program). Once you've completed the required activities, participate in Keas Challenges, Quests and Quizzes to earn at least 200 credits before June 30, 2016.

Taking healthy steps doesn't end after June 30!

Q3 begins on July 1, 2016, and runs through September 30, 2016, offering even more Challenges, Quizzes and Quests designed to help you meet your health goals for the year AND earn wellness incentive dollars. You must earn 200 credits before September 30, 2016, to earn the wellness incentive for Q3 — \$200 if you cover yourself or \$400 if you cover dependents.

Tips and Tricks: Get Familiar with Keas



Don't wait, start today!

Quizzes are an easy way to quickly earn credits toward your quarterly goal... but don't overdo it! Your Keas Energy runs down each time you take a Quiz, and recharges at a rate of about 10 Energy points per day. Once your Energy is exhausted for the day, you aren't able to take any Quizzes until it's recharged. Plan ahead!

A little shy about posting on the general social feed?

Try out the team social feed! It's a great way to share tips about Keas and wellness with members of your team. Plus, all members of your team will receive an email when something new is posted.

You decide how you want to earn your credits each quarter.

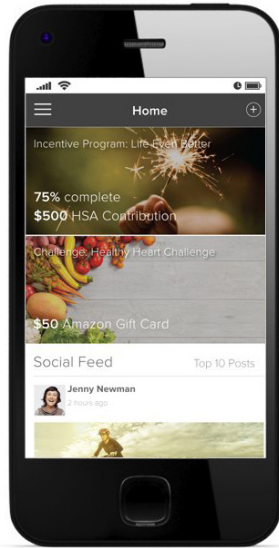
Mix and match how you earn your credits. You can participate in Challenges, Quests (no more than two at a time) and Quizzes to earn your 200 credits for Q2. The chart to the right shows the Keas activities you can participate in — and the number of credits they're worth.

Q2 Activities	Credits Earned
Completion of Required Activities	30 (automatically credited to your account each quarter after initial completion)
Challenge	Up to 100 credits
Quizzes	5 per Quiz successfully passed (up to 150 credits)
Quests	15 per Quest completed (up to 75 credits)
Healthy Measures (if you completed your biometric screening during Q1)	5 per healthy measure (up to 20 credits) <ul style="list-style-type: none"> • BMI – 5 credits • Blood Glucose – 5 credits • Cholesterol – 5 credits • Blood Pressure – 5 credits
Total Credits Available During Q2	375
Total Credits Needed During Q2	200

Enrolled in a Hospital-Sponsored Medical Plan? Don't Forget to Check Your Keas Incentive Page!


You might have a jump start on Q2 incentives if you completed your Required Activities in Q1! If you completed your biometric screening, Health Risk Assessment and attest to being tobacco-free or attend a tobacco cessation program, you could already have 30 points to start the quarter. In addition, you can earn five points for every Healthy Measure you have on your biometric screening. To find out your points total, check out your points earned on the Completed Tab on your Incentive Page.

Go Mobile With Keas



You don't have to be on a Hospital computer to access your Keas account. Visit <https://healthysteps.keas.com/> from any computer or download the Keas mobile app to your smartphone.

Get the Keas mobile app:

1. Download the free Keas+ app  from the Apple iTunes or Google Play store.
 - After launching the app, click "Not registered? Create Account." on the home screen.
2. Enter the company code (Healthysteps), then click "Next." The company code is not case sensitive.
3. Enter the requested information on the registration page.

Q1 *HealthySteps to Wellness Achievements*





Lucile Packard
Children's Hospital
Stanford

725 Welch Road
M/C 5861
Stanford, CA 94304

PRESORT
FIRST CLASS MAIL
U.S. POSTAGE
PAID
OAKLAND, CA
PERMIT NO 1793

Busy Summer Planned?

Your benefits can help
you save time. Look
inside to find out how!