

Your Total Rewards

Dial Down Stress

Let Children's Help You Relax

Fall can be a stressful time. With school back in session and the holidays approaching, it's easy to let stress get the best of you. But before that happens, let the resources provided by Children's bring you some relief.

Move to manage stress

Research shows that exercise can help reduce stress, so what better way to manage the day-to-day pressure than taking a time out to work out? With the Children's fitness rooms, walking trails and StairGym, it's never been easier to take a few minutes for yourself, and when as little as 20 minutes of physical activity per day can help to reduce and manage stress, making a little time to move could be a big investment toward keeping major stress at bay.

Need an extra hand or two?

With the resources available at Children's, help is never more than a phone call away, so don't be afraid to ask for help when it comes to your personal errands. Need a relaxing weekend getaway? Call the Children's At Your Service concierge. At Your Service is available to research hotels, airfare and entertainment. Need help remembering a special anniversary or birthday? At Your Service can secure the perfect dinner reservations, order flowers or find a gift. And requests for At Your Service don't have to be about relaxing or celebrating special occasions; At Your Service can help take care of errands, too, like scheduling cable service installation.

To learn more about how to use At Your Service, visit Careforce Connection. At Your Service is also available onsite at Children's at Egleston, Children's at Hughes Spalding, Children's at Scottish Rite, The Park and Marcus Autism Center during select days and times.

Need to talk?

Sometimes—despite our best efforts to manage stress and leverage resources—life brings on more than we can handle on our own. Confiding in a trustworthy source can often ease personal or professional stress. When you need a friendly ear to listen—in person or over the phone—Children's offers access to Employee Assistance Program (EAP). EAP, a confidential resource, provides short-term counseling and referrals to you and your eligible dependents 24 hours per day, seven days a week.

You can find more information about EAP on Careforce Connection.

Don't Forget to Re-Enroll

Open Enrollment is coming earlier this year, and you must re-enroll during Oct. 25 to Nov. 19, 2010, even if you choose not to change your benefits.

As everyone is keenly aware, healthcare reform will soon impact us—in terms of how we are reimbursed for the care we provide, how Children's provides for employees and how individuals can take advantage of reform's wellness incentives.

Here's the bottom line as healthcare reform relates to your benefits: Healthcare costs are rising significantly, but we're working hard to keep your costs low. That means there will only be a moderate increase to the amount you pay for medical and dental care. The other good news: Both Children's and you can reap financial rewards by continuing to focus on wellness.

To tackle the rising cost of healthcare, insurance companies and the government will support employer prevention and wellness efforts. In the future, individuals who make healthy choices will pay lower insurance rates, while those with not-so-healthy lifestyles will pay more to cover their healthcare. It's called shared accountability, and it gives companies and their employees a greater measure of control over rising costs.

What can you do to reduce your costs?

Participation in Strong4Life can be good for your mind, your body—and your wallet. As you may know, Children's continues to offer a discount to those who participate in health screenings. This year, you'll save \$260 just for attending a wellness fair and uploading your health profile on Strong4Life Online.

Children's will also continue to offer incentives to employees who participate in helping us to be a tobacco-free organization—inside and out. To support shared accountability and work toward our tobacco-free goal, Children's will:

- Introduce a tobacco use surcharge in 2011. This means that employees and spouses or other covered dependents who use tobacco will each pay \$20 more per pay period for benefits than non-users. Non-users can secure the lower rates by signing a legal affidavit during open enrollment, stating they haven't used tobacco products for at least six months.
- No longer hire employees who use tobacco in any form, effective Jan. 1, 2011.
- Partner with a new smoking cessation resource, Free and Clear, to assist employees and their dependents who want to quit smoking and need help. Check Careforce Connection in the coming weeks for more information.

Careforce Connection will continue to provide you with updates about your benefits, but in the meantime, mark your calendars for Open Enrollment Oct. 25 to Nov. 19. And stay tuned to Careforce Connection for more ways to take control of your benefits.