

To Your Health

PHYSICAL



EMOTIONAL



SOCIAL



FINANCIAL



NOV 2022

With Gratitude

By Jane Grannis, Wellness Manager

Welcome to November! I love this time of year, as it marks the end of hurricane season, the start of cooler weather, and the holidays. With Thanksgiving around the corner, it's also the official month of gratitude, a time to pause, acknowledge and be truly thankful for all that we have. Being thankful, however, isn't just a special occasion that comes around every November, but rather, a daily habit that yields powerful effects in mental and physical health (they call it a "gratitude practice" for a reason!).



Gratitude comes in all sizes. Small moments are just as powerful as large ones. For example, enjoying a perfect cup of coffee, meeting a friend for dinner, or finding the quickest checkout line at the grocery store may seem insignificant in and of itself, but when we practice gratitude and consistently look for the good, it draws our focus to the positive, increasing happiness and life satisfaction. Jot down what you're thankful for in a notebook, phone, or even on a post-it.

Practicing thankfulness is just one way to create happiness and reduce stress. The Wellness Program offers all kinds of ways to improve well-being. Hit the 'Refresh' button on Mondays, Wednesdays and Fridays. [Meditation Monday](#), [Brain Break: Decompress To Stress Less](#), and [Friday Stretch Break](#) will re-energize your mind and body in only 15 minutes. Our ever popular [Maintain Campaign Challenge](#) is guaranteed fun while keeping your weight in check and maintaining healthy habits throughout the holiday season. Registration is open and the challenge begins November 14. Lastly, always keep an eye out for our ever-changing line up of [classes](#) and events.

I am incredibly grateful to have the privilege of serving all of you. I hope in at least a small way, the Wellness programs and educational opportunities offered this year have made a positive difference in your well-being.



Annual Enrollment
for 2023 Benefits

Enroll in OPUS from November 1 to 15, 2022

Annual Enrollment is Open

Annual Enrollment is your opportunity to evaluate your benefits and make selections such as medical, dental, life insurance, voluntary benefits, Flexible Spending Accounts (FSA), and exchange of annual leave. **All employees must make their benefits selections in OPUS by Tuesday, November 15, including new hires and those declining coverage.**

Use OPUS to complete your benefits enrollment:

- ▶ Once logged in, select *PIN Employee Self Service and Benefits & Annual Enrollment*.
- ▶ You may enroll from work or from home.
- ▶ **IMPORTANT:** Select Confirmation Statement for a PDF of your enrollment choices before selecting Finish to submit your selections.

All employees will need to attest in OPUS as to whether or not they are tobacco users. If you do not enroll using OPUS, you will default to **tobacco user status**, and be subject to the \$500 tobacco premium in 2023. New hires who became benefits eligible after July 1, 2022 are exempt from having to attest to tobacco user status.

If you elect to **opt out** of coverage or if you'd like **domestic partner** coverage, you need to submit your notarized documentation by November 15.

Enrollment Assistance

- [Register for an Information Session](#) or [watch a recording](#).
- View the [Annual Enrollment web page](#) to see what is changing in 2023, including **new Voluntary Benefits Plans and two new dental PPO plans**
- View the [OPUS Demo Video](#) and [OPUS Screenshots Guide](#) for tips on how to enroll.
- Get personalized **phone support**:
 - Enrollment Assistance Line, (855) 474-3858, 9 a.m. to 9 p.m., M-F or make an appointment via the Benefits [Appointment Scheduler](#).
 - Cigna, (800) 862-3557, 24 hours/7 days a week
 - Employee Benefits, (727) 464-3367, option 1, 8:00 a.m. to 5:00 p.m., M-F.

Surviving the Holidays

By Lorelei Keif, LCSW, Cigna EAP Counselor



Lorelei Keif

The holidays can be a time of celebration and a time of stress. Who else wants more of the fun part? While it is a shared goal, there is no one-size-fits-all recipe to create a stress-free holiday season. I'd like to share mine.

Self-awareness is key. Ask yourself, "How do I know when I am going into stress overdrive?" For me, it was

the year I tried to start decorating the house for Christmas before Thanksgiving. More time seemed to be what I needed. My kids and husband just looked at me with big eyes and open mouths. Needless to say, that wasn't going to fly and yes, I had reached stress overload and it was only mid-November.

So, I went back to the original recipe. After introspection and brainstorming, I decided to ask my family what made the holidays for them. I reminded myself that I couldn't read their minds and I needed their input.

I asked each family member what was the one holiday tradition that they didn't want to miss to make Christmas special. Their answers surprised me. My daughter wanted sausage balls and fresh OJ on Christmas morning. My son wanted to look at holiday lights. My husband wanted

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2022 Biometric Screening and Health Assessment

1... 2: Invest in You!

Looking to save \$500 on your medical premium in 2023? Watch the recorded [biometric screening info session](#) to better understand how the process works, and follow step-by-step instructions on how to complete your screening. The deadline for completing both the survey and the health assessment is **December 20, 2022**.

How to Check Your Biometric Screening and Health Assessment Completions

To verify your completions, please follow the steps in the [Completion Help Guide](#). Keep in mind, it takes approximately 3 weeks for your biometric screening to show as completed on myCigna and about 24 hours for the health assessment to appear as 'completed'.



Inside

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Annual November Mammo Days Screening



The last day for BayCare Mammo Days is Monday, November 14. Employees and covered spouses can enjoy a special VIP day reserved just for Pinellas County. These preventive screenings are 100% covered any time during the calendar year.

- There is no need to wait 365 days from last year's mammogram date.
- Please bring your health insurance card and a photo ID to the appointment.

[View the website](#) for more details and to register.

Susan Cheek Needler Breast Center

Morton Plant Hospital
Axelrod Pavilion
400 Pinellas St., Suite 100, Clearwater



Monday, November 14 | 12:30 - 6:00 p.m.



November Wellness Webinars and Events

Garden for Life: Benefits of Therapy Gardens



[Register now](#) for a 1-hour webinar on **November 17 at 12:00 p.m.** Take a moment for yourself and learn how you can find your peace of mind through therapy gardens using Florida-Friendly Landscaping principles.

Cook Along Kitchen: A Healthy Holiday Dish



[Register now](#) for a 45-minute demonstration on **November 15 at 12:15 p.m.** Make a nutrient-packed, satisfying acorn squash dish that can be served as a main course or a side.

Maintain Campaign



Form a team to have fun, manage stress and keep your weight in check during the holiday season. Registration is open and the 8-week challenge begins on **November 14**. See [Maintain Campaign](#) for details and instructions.

Financial Well-Being

Social Security and Medicare



[Register now](#) for a 1-hour webinar by Securian's Financial Advisor on **November 15 at 12:00 p.m.** Learn about Social Security and get essential facts about Medicare to help you plan for the future.

Frugal, But Fun: Making the Most of Your Money



[Register now](#) for a 30-minute webinar on **November 16 at 12:00 p.m.** Take an in-depth look at how attitudes and behavior patterns influence spending and explore easy and enjoyable ways to save money.

BayCare Mammogram Days



It's not too late to take advantage of BayCare's VIP Mammo Days. A mammogram is a safe, low-dose X-ray that can detect changes in the breast long before any symptoms appear or can be felt. [Make an appointment](#) today to get screened. Susan Cheek Needler Breast Center, Clearwater. **November 14, 12:30 – 6 p.m.**

Wellness Weekly Breaks: Just 15 Minutes a Day

Meditation Mondays



Pop in [every Monday](#) morning and/or afternoon for a 15-minute guided live meditation. Register now for either the **morning (9:00 a.m.)**, **afternoon (3:00 p.m.)**, or **both sessions**.

Decompress to Stress Less on Wednesdays



Join Onsite Nurse Health Coach Brittany [every Wednesday](#) for 15 minutes to enjoy word games, trivia, stretching, and more to give your brain a break. Register for **9:00 a.m.**, **2:30 p.m.**, or **both**.

Friday Stretch



Sitting for long periods of time can play havoc with your posture and health. Pledge to move more by dropping in [every Friday](#) at **10:00 a.m.** to take a quick 15-minute stretch wherever you are.



One Breath at a Time

By Brittany Hartup, BSN, RN, Cigna Nurse Health Coach



Brittany Hartup

Without conscious effort, our lungs breathe in and out approximately [22,000 times](#) every day. This intake of oxygen and output of carbon dioxide gives us the power to speak, laugh, and live. What if some of that power was taken by cancer? As the [second leading cause of cancer death](#) in the United States, it's essential to know and understand the impact lung cancer can have on our lives.

There are several ways to lower your risk of developing lung cancer. First and foremost, don't smoke! [Nearly 90%](#) of lung cancers are a result of smoking cigarettes; and, if you do develop lung cancer, smoking can block your body's ability to fight the disease.

Another risk for lung cancer is exposure to [asbestos](#), a natural mineral that releases microscopic particles into the air. Asbestos was used in many products during the 20th century, such as building insulation, fireproofing materials, plaster, roofing shingles, and more. The potential of [developing cancer](#) secondary to asbestos exposure can depend on how often and long someone was exposed, how much time has passed since exposure, if someone has other lung or breathing conditions, and tobacco use.

A lesser-known contributor to lung cancer is radon: an invisible, odorless, tasteless gas sometimes found in rocks, soil, and groundwater. One out of 15 homes are positive for high levels of radon. The only way to know if your home is at-risk is to purchase a test kit.

Some risk factors for lung cancer are beyond our control. [If you are not a smoker](#), beware of your exposure to secondhand smoke. People who never smoked but are exposed to it secondhand are 20-30% more likely to develop cancer. Air pollution and family history of lung cancer can increase your chances of developing it, too.

Lung cancer does not always have [symptoms](#); in fact, most people don't have any until the cancer is in an advanced stage. Symptoms of lung cancer may include coughing that gets worse or doesn't go away, chest pain, shortness of

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Quitters Don't Quit-Until They Do

By Shannon Parks, MPH, RD, CPH, Cigna Nutrition Health Coach



Shannon Parks

The American Cancer Society sponsors the Great American Smokeout on November 17th, challenging smokers to give up cigarettes for 24 hours, and for good reason; the [numbers of tobacco users](#) are staggering. In 2022, roughly 40 million American adults still smoke cigarettes, while an estimated 25.5 million middle and high school students use at least one tobacco product. Avoiding tobacco use is one of the most important things you can do to maintain

your health, but for those who are using tobacco products, quitting should be a top priority.

Tobacco use has [many consequences](#) to both health and lifestyle. Possible health concerns include, but are not limited to, early death, heart attack, stroke, lung diseases, cancers, reproductive problems, pregnancy problems, tooth decay, gum disease, and worsening of existing health conditions.

The damage caused by smoking varies from person to person, but overall, smoking can decrease a person's lifespan. Currently it's estimated that [life expectancy](#) for smokers is at least 10 years shorter than for nonsmokers. Use this [interactive tool](#) to determine the estimated impact that smoking will have on your lifespan. The CDC states that smoking is the [most preventable cause of premature death](#) in the United States. There is good news, though: some [health benefits begin immediately upon tobacco cessation](#). Every week, month, and year without tobacco further improves your health.

- Within the first day of quitting, blood pressure and pulse rates drop to normal and the risk of sudden heart attack decreases.
- Within the first week, nerve endings begin to regrow, and senses return to normal.
- Within a month, circulation improves, lungs start working better, wounds heal more quickly.
- Within a year, you have more energy, and smoking related symptoms (coughing, wheezing, shortness of breath) improve, and your risk of coronary heart disease is half of that of a tobacco user.

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Fast Facts About Vaping

- Referred to as e-cigarettes, vapes, vape pens, mods, and more
- The aerosol inhaled from e-cigarettes contains heavy metals (nickel, tin, lead), diacetyl (flavoring chemical that can lead to serious lung disease), and cancer-causing chemicals]
- E-cigarettes are highly addictive
- due to nicotine and appealing flavors
- Nicotine is dangerous for developing brains, from fetuses to young adults
- There is no scientific proof that vaping helps people quit smoking cigarettes
- E-cigarettes have been the [most commonly used](#) tobacco product among youth since 2014
- 1 out of 35 middle schoolers and 1 out of 9 high schoolers reported using a vape within the previous 30 days in 2021
- E-cigarettes can explode or catch fire, particularly when the battery is charging



CELEBRATE NOVEMBER NATIONAL NATIVE AMERICAN AND ALASKAN HERITAGE MONTH

Salmon Cakes



November is National Native American and Alaskan Heritage Month. The salmon harvest in Alaska accounts for about 80% of the total wild-caught salmon in North America. Incorporate

this healthy, protein-rich dish to celebrate the Alaskan culture through the month of November. Serve this entrée alongside fresh produce and hearty grains, like brown rice, for a well-balanced culturally inspired meal. Recipe adapted from the [American Heart Association](#).

Ingredients

- 5-ounces wild-caught salmon, cooked and chopped
- 2 egg whites
- 1 small onion, finely chopped
- 1/2 cup salt-free breadcrumbs
- 1 tablespoon honey mustard
- Cooking spray

Directions

1. Preheat the oven to 400 degrees F. Lightly spray a large baking sheet with cooking spray.
2. In a small bowl, combine the salmon, egg whites, onion, breadcrumbs, and honey mustard until well mixed. Press one-quarter of the salmon mixture into a 1/2 cup measuring cup, and gently remove it to retain the shape, forming it into a patty. Place it on a baking sheet and repeat with the remaining salmon.
3. Bake for 20 minutes, remove from oven and serve promptly.
4. Store in an air-tight container, refrigerated, for up to 5 days.

Yield: 2 servings; 1 serving = 2 patties

Nutritional Information per serving:

Calories 140 calories, Total fat 4 gm, Saturated fat 0.8 gm, Protein 19 gm, Carbohydrate 4 gm, Dietary fiber 1 gm, Cholesterol 32 mg, Sodium 400 mg, Potassium 422 mg

Lacrosse: Rooted in Native American Culture

By Nicki Lanauze, Wellness Technician

Excerpts from [Lacrosse History | USA Lacrosse](#)

Lacrosse is deeply rooted in indigenous culture of Native Indian tribes of North America and Canada. It was a game used to toughen up young warriors. Similar to the modern lacrosse game played throughout the world today, the early versions closely resemble the ball and stick game played by the Native American people. Traditional lacrosse games were sometimes semi-major events that could last several days. As many as 100 to 1,000 men from opposing villages or tribes would participate. In the 18th century, European settlers began to adopt the game, leading to the first organized lacrosse club in 1856 in Canada. Nowadays, it is estimated that 220 million people around the world play lacrosse.

Both [youth](#) and [adult](#) leagues play around Tampa Bay if you're interested in learning more.



EAP Wellness Webcast



We are pleased to offer national webcasts through Cigna EAP on **Wednesdays at 2 p.m.** [Sign up now](#) and stay tuned for more throughout the year.

- **November 16 – Achieving Success: Using Goals to Get There:** Will you be as successful as you want to be? Learn about goal-setting, how to identify and shape your goals, how to overcome obstacles, and build an action plan to get started on the path to success.



WELLNESS CHAMPION SPOTLIGHT

Stephanie Hendrix

Emergency Management

Every department has a [Wellness Champion](#) who helps to communicate important wellness events, reminders and updates, as well as support you. They do amazing work and we'd like for you to get to know them!



How long have you worked for Pinellas County?

I have worked for Pinellas County Emergency Management for eight years.

Tell us a little about yourself.

I am a Pinellas County native, born, raised and happily still in beautiful St. Petersburg. I spend my free time trying to pack as much fun in as

I can with my husband and two-year old son. With them, I enjoy spending time with our friends and extended family, swimming, playing outside, watching sports, catching live music, and gallivanting around Walt Disney World.

Why did you want to serve as a Wellness Champion?

I serve as a Wellness Champion as another way to encourage and support my coworkers, but to also have fun. We take breaks and quick walks together to step away from stressful situations or for walking meetings. We have a group stretch every Monday and stream a beginners yoga class on Fridays.

What do you do to take care of yourself?

I try to pay attention to what I consume and eat as many whole foods and clean ingredients as possible. I like to be active by doing step challenges with my friends, walking with my son, riding my Peloton, and stretching often. I have also been working with one of our onsite Cigna Health Coaches for overall wellness, setting goals, and help sticking to them. I highly recommend that Pinellas employees take advantage of this benefit the County provides.



Plant Your Own Herb Garden Workshop

On a beautiful day in October, employees gathered to learn about growing herbs and, with materials and supplies provided by the Wellness Program, planted their own herb seeds! Bonnie Desmond, a horticulturist with IFAS Extension shared great information on the proper way to plant, water and care for herbs, as well as their health benefits. It was a wonderful afternoon and a great time was had by all!





MAINTAIN CAMPAIGN

Monday, November 14, 2022 to Sunday, January 8, 2023

Have fun while keeping your weight in check and maintaining healthy habits throughout the holiday season.

GET READY

❄️ **Register Now.**

❄️ Form a team of 4 employees, designate the captain, and come up with a team name.

OBJECTIVES

❄️ Maintain your weight within 2 pounds during the holidays.

❄️ Support your team members as you accrue points for 8 weeks of healthy habits tasks.

❄️ Accrue the most points (as a team) to win!

HOW

❄️ **Captains: Please email the following items to wellness@pinellascounty.org:**

- Team name
- Designated captain
- Team member names and emails (4 members per team are required)
- Users who already have an account set up in ChallengeRunner must use the same email as their account.

❄️ If you would like to participate but do not have a team of 4, let us know.

❄️ **Teams: All registered must weigh in by Wednesday, November 16.**

Surviving the Holidays continued from [page 2](#)

Christmas dinner at home with friends and family. So, what did I want? I wasn't sure at first, but slowly let my answer come to me. My answer changes from year to year. I still make a list of all I think I need to do to make the holidays special in mid-November, but I give myself permission to cross a few off each year as not happening. I've also made making rolled sugar cookies a Valentine's tradition.

Yes, the holidays are less stressful since I tweaked my recipe. Intentionally doing less has created more time and space in my schedule, and ultimately more joy. I know not everyone celebrates in December and not

everyone has friends and family nearby. Giving yourself permission to do your thing is important. Go back to your own recipe and craft a new one if you traditionally feel stress this time of year. Try to do what brings you joy.

You can [contact me](#) to make an appointment or if you need additional information. As a reminder, your EAP is available anytime. Talk to someone on the phone 24/7, (800) 862-3557 or request authorization to speak to a therapist in the community.



Cigna EAP Counselor [Lorelei Keif](#) provides counseling and behavioral/mental health support.





Pinellas County Wears Pink



Tax Collector's Processing Team



Building & Development Review Services



Communications



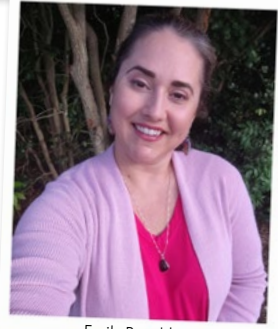
Tax Collector - Mid County



Consumer Protection



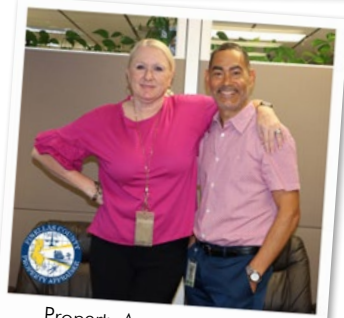
Pinellas County Health Program
Disability Advocacy



Emily Baechle -
Parks and Conservation



Solid Waste



Property Appraiser's Office



Tax Collector - Mid County



Public Works



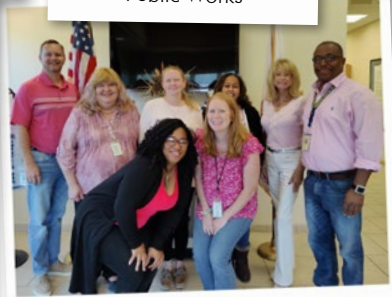
Property Appraiser's Office



Property Appraiser's Office



Public Works



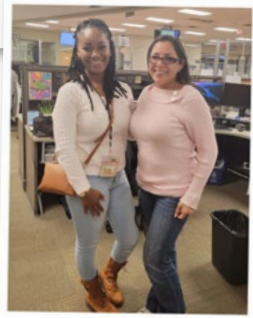
Public Works



Pinellas County
Family Housing Assistance Program



Human Services - Administration



Tax Collector - Mid County



Public Works



YOU DON'T HAVE TO STOP SMOKING IN ONE DAY. START WITH DAY ONE.

The Great American Smokeout® on the third Thursday in November



Quitters Don't Quit continued from [page 4](#)

Additionally, there are other consequences to smoking that many of us might not think about including bad breath, discolored teeth and nails, decreased sense of smell and taste, shortness of breath, smelling like smoke, exposing those around you to secondhand smoke, and, of course, the financial burden. If you use tobacco, calculate how much you spend (and can save if you quit!) on these products using the [Quit Smoking Calculator](#).

[Pinellas County has many resources](#) available to help support your road to becoming tobacco-free. You can get one-on-one support with a [Cigna Health Coach](#), or complete an online 28-day Quit Tobacco Plan program on [myCigna.com](#). You can also participate [virtually or in person](#) in Group Quit, a trained specialist-led support group offered through Tobacco Free Florida. Remember, it's never too late to quit smoking. The first step is making that decision.



Cigna Nutrition Health Coach [Shannon Parks](#) provides coaching on nutrition and wellness.

Upcoming Blood Drives



Did you know that one blood donation can save up to three lives? You can donate whole blood, red blood cells, platelets or plasma. Please consider donating! Walk-ins are welcome or [schedule an appointment](#).

- **Solid Waste**
3095 114th Ave. N, St. Petersburg
November 16, 8:00 a.m. to 1:00 p.m.
- **STAR Center**
7887 Bryan Dairy Road, Largo
November 17, 9:00 a.m. to 1:30 p.m.
- **Tax Collector (South County)**
2500 34th Street N. St. Petersburg
November 16, 11:00 a.m. to 1:30 p.m.

One Breath at a Time continued from [page 4](#)

breath, wheezing, coughing up blood, feeling very tired all the time, weight loss (without trying), and repeated episodes of pneumonia. Even if you're not experiencing any of these symptoms, ask your doctor if you're a good candidate for lung cancer screening.

Remember, it's never too late to take action to improve your lung health. The first step is just making that decision. If you would like guidance on where to start, to learn more or how to manage a chronic condition that increases lung cancer risk, [contact me](#) to schedule a one-on-one coaching session.



Cigna Nurse Health Coach [Brittany Hartup](#) provides coaching on preventing and managing chronic conditions.

Tobacco Classes



To avoid a tobacco premium of \$500, employees on the Pinellas County medical plan who use tobacco have between August 1, 2022 and March 31, 2023 to complete a qualified tobacco cessation program. The premium does not apply to spouses.

[Tobacco cessation program options](#) include virtual classes from Tobacco Free Florida and Cigna phone coaching.

Upcoming Classes

Virtual

- Wednesdays, 11:30 a.m. to 12:30 p.m., November 30, December 7, 14, 21

In-Person

- Public Works, 22211 US Hwy. 19 N., Building 1, Tuesdays, 8:00 a.m. to 9:00 a.m., November 29, December 6, 13, 20

Register for upcoming classes by calling the local Tobacco Free Florida agency, Area Health Education Center, (813) 929-1000 or use the [online registration form](#).



November 2022 Group Fitness Classes

Monday	Tuesday	Wednesday	Thursday
			6:30 to 7:10 a.m. Walk & Talk (Outdoor) Shannon 11/3, 11/10, 11/17, 12/1 (no class 11/24)
12:15 to 12:45 p.m. Core & Balance Stephen 11/7, 11/14, 11/28 (no class 11/21)	12:15 to 12:45 p.m. Spin Stephen 11/8, 11/15, 11/29 (no class 11/22)		
	5:15 to 6:15 p.m. Solely Strength Janan 11/8, 11/15, 11/29 (no class 11/22)	5:30 to 6:30 p.m. Urban Line Dancing Jolanda 11/9, 11/16, 11/30 (no class 11/23)	5:15 to 6:15 p.m. Yoga Kelli 11/3, 11/10, 11/17 (no class 11/24, 12/1)
	6:15 to 7:15 p.m. Step 'n' Sculpt Lisa 11/8, 11/15, 11/29 (no class 11/22)		

Classes are held at the [Wellness Center](#), 324 South Fort Harrison Ave., Clearwater.

Pre-Registration Required

- To sign up, visit [Fitness Class Registration](#).
- Sign up opens one week before class.
- Registrants who do not show up for class within 5 minutes of start time will lose their spot.
- If a class is full (8-person limit), you can wait on standby and join the class if a spot opens up.
- If unable to attend, cancel your registration or email wellness@pinellascounty.org.

Class Descriptions

Core & Balance (30 minutes): An all-level workout to strengthen mid-body muscles which help maintain range of motion and a healthy back.

Solely Strength (1 hour): An all-level workout that focuses on building endurance, strength, lean body mass, bone strength and decreasing body fat.

Spin (30 minutes): Get an intense cardio workout which can be modified for all fitness levels. You control your resistance and speed.

Step 'n' Sculpt (1 hour): Get your heart rate up with step cardio, tone your core and abs using a variety of equipment, and show your muscles some love with a feel-great stretch.

Urban Line Dancing (1 hour): Fun dance class suited for all levels that's an excellent stress reducer, muscle toner and leg strengthener.

Walk & Talk (40 minutes): Start your day off on the right foot by walking and talking with Shannon, your [Cigna Onsite Nutrition Health Coach](#). Get your steps in while discussing nutrition, healthy lifestyles, and being the best version of yourself. Meet inside the Wellness Center at the front desk.

Yoga (1 hour): All fitness levels are welcome. Take a pause in your day and roll out your yoga mat. Recover from stress and develop strength and flexibility in this smooth yoga flow that unites breath and movement and ends with a deep, relaxing stretch.

Bookmark the [Group Fitness Class Schedule](#).

