



WITH WINTER COMES WELLNESS

Take Time to Focus On Your Wellbeing

The winter season brings many opportunities for wellness—both mental and physical. From making new memories with loved ones, to finding creative ways to keep active. Genesys is happy to provide benefits that support you in achieving your health goals.



Don't Let the Cold Keep You Down

As the weather gets colder, it's even more important to stay active—and there are plenty of fun ways to keep yourself moving and your heart pumping. While winter brings great activities, such as skiing and sledding (even brisk walks if it isn't too chilly), you don't have to brave the cold to stay fit. Here are just a few ideas to get you started:

- **Home workouts.** You can keep your heart rate up with online workout videos and an open space to move.
- **Dancing.** Whether at a formal class at a studio, or just at home to your favorite songs, this simple activity is a great way to stay active.
- **Yoga.** Go at your own pace at home or get involved in a community through a group class.
- **Gyms and studios.** Many fun group classes can be found at local gyms and studios, that range from easy stretching to intense cardio. There's something for everyone.
- **Indoor pools.** If water is your element, look around for local indoor pools to give you an outlet for exercise.

Don't Forget Your FSA Deadlines!

As the year comes to a close, it's important to remember to use your FSA dollars. Any amount over \$610 left in your Health Care or Limited Purpose FSA will be forfeited—so make sure to use what's left! There is no rollover allowed for Dependent Care FSA expenses.

The deadline to submit 2023 expenses to HealthEquity is March 31, 2024.

You can use the funds to stock up on common household health-related items such as first-aid supplies, sunscreen, over-the-counter pain relief, and more.

Challenge Your Friends

Staying active doesn't have to be a solo activity. If you use wearables such as a Fitbit or Apple Watch, look for ways to connect with and challenge friends to keep yourself and them motivated to stay healthy!





Keep Calm and Enjoy the Holidays

While our image of the holidays is usually one of peace, love, and harmony, the reality can be much different. For some, holidays are less than picture-perfect, but a little preparation goes a long way to ensuring a happy and healthy holiday season. Here are some tips on how to make the most of any holiday:

- **Know what to expect.** Navigating the expectations and traditions the holidays bring can leave you feeling stressed. Prepare beforehand, both mentally and physically, so you can be ready to redirect a conversation or crack a joke to lighten the mood. If you are not getting together with family this year, engage in activities you enjoy and schedule a few video chats with those you love.
- **Be realistic.** If you're trying to eat healthier, holiday menus may make it difficult. Plan what you will eat and drink in advance and bring healthier versions of your favorite dishes to gatherings.
- **Embrace the spirit.** The holiday season is a time for kindness and friendship. Express your gratitude to others and look for ways to bring joy to everyone you encounter—including yourself.
- **Share the work.** Delegate gift-giving or hosting duties. Instead of preparing the whole meal, make it a potluck when getting together with others. Volunteer to help prepare and decorate, stay late to tidy up, or designate family members to do different jobs. It's ok to ask for help!
- **Keep to a budget.** Decide how much you want to set aside for gifts and celebrations and stick to it!

By focusing on easing stress, sharing the load with others, and learning to stay present, you may find yourself enjoying the holidays even more this year. Don't forget that you have access to [Lyra Health](#), which provides support 24/7, if you need it.

3 Steps to Preventing Seasonal Illnesses

Get a head start on building healthy habits to ensure you're less likely to catch a cold, flu, or COVID as the winter season progresses.

1	Wash your hands often. Germs spread quickly on commonly touched objects, such as door handles and stair railings.
2	Wear a mask in crowded areas. Ensure it covers your mouth and nose and allows air to flow through the mask and not through openings on the sides.
3	Get your seasonal vaccines. You can be vaccinated against common strains of the flu and COVID to minimize your chance of severe symptoms if you catch them.





Curious About the Plan Expenses?

Have you ever been curious about the administrative costs for your 401(k)? Check out the Fidelity [Summary Annual Report \(SAR\)](#).

Fidelity Financial Workshops

No matter where you are in your personal finance journey—from beginner to expert—Fidelity offers workshops that cover a wide variety of topics to help you prepare for any future financial decisions. There is no limit to how many you can attend, and they're all free.

Fidelity has workshops every day of the week (Monday - Friday), so you're certain to find some that fit your schedule!

Keep an eye on your email for the 2024 Q1 workshop calendar. You will receive the email directly from Fidelity.

1-on-1 Financial Planning

Fidelity is also offering a limited number of 1-on-1 financial planning sessions, so you can set yourself on the path toward your financial goals. These virtual appointments are available on a first-come, first-served basis. Register now by clicking [here](#).

BrightPlan Financial Webinars

Our partners at BrightPlan have put together two webinars to help prepare you for a financially successful 2024. You can enroll in the [Year-End Financial Checkup and Goal Setting](#) webinar on December 14 at 10 am PT/1 pm ET or in the [Get Started with BrightPlan](#) one on December 15 at 10 am PT/1 pm ET to learn more about the BrightPlan platform.

New to BrightPlan? Enroll at web.brightplan.com/enroll.

Create a Healthy Foundation for the New Year

Genesys medical plans offer ways to keep you healthy and set a baseline of health for the coming year. You can get free preventive care in the form of health screenings and check-ups to not only ensure your current health, but also provide a useful way for your care provider to track any signs of potential health issues—both now and in future years. Along with that, your plans provide free vaccinations, which can help you weather any winter-time illnesses and continue to provide for yourself and your family.

Be in the Know, All Year Long with the Health and Welfare SAR

What is a [Health and Welfare Summary Annual Report \(SAR\)](#)?

In simple terms, a Health and Welfare SAR is a document that outlines the health and welfare benefits for Genesys employees. This report is legally required for transparency and regulatory compliance, serving as a way for Genesys to keep you informed about your benefits and any changes throughout the year.



GOOD FOOD THAT'S GOOD FOR YOU

Spicy Black Bean Soup Recipe

Prep Time: 90 minutes | Servings: 8

This healthy, vegan soup is based on the Brazilian dish Feijoada, a pork and black bean stew, without the meat. Filled with flavor and nutrients, this is a perfect meal for warming up when the temperature drops.

Ingredients

- 2 jalapeno peppers
- 2 tablespoons extra virgin olive oil
- 3 cups chopped onions
- 1½ cups diced carrots
- 5 cloves garlic, minced
- 4 cups low-sodium vegetable broth
- 4 (15 ounce) cans low-sodium black beans, rinsed
- 1 (28 ounce) can fire-roasted diced tomatoes
- 3 tablespoons molasses
- 2 tablespoons lime zest
- 5 tablespoons lime juice
- 1½ teaspoons ground cumin
- 1½ teaspoons smoked paprika
- 1⅛ teaspoon cayenne pepper, or to taste
- 3 bay leaves
- 1 teaspoon salt
- ¾ teaspoon ground pepper
- 4 cups chopped kale
- Chopped scallions & chopped fresh tomato for garnish



Directions

1. Heat a medium skillet over high heat. Split jalapenos in half lengthwise, remove the ribs and seeds, and place the jalapenos skin-side down in the pan. Carefully cover the pan with foil and cook until the skins are blackened, 7 to 10 minutes. Once the jalapenos have cooled, dice them.
2. Heat oil in a large pot over medium-high heat. Add onions and carrots and cook, stirring often, until starting to brown, 6 to 8 minutes. Reduce heat to medium and continue cooking, stirring often, until soft, 3 to 5 minutes more. Add garlic and diced jalapenos and cook, stirring for 1 minute more.
3. Stir in broth and scrape up the brown bits. Cover and bring to a boil over high heat. Add beans, tomatoes, molasses, lime zest and juice, cumin, paprika, cayenne, bay leaves, salt, and pepper. Cover and return to a boil. Reduce heat to maintain a gentle simmer and cook uncovered for half an hour.
4. Remove bay leaves. Puree 4 cups of the soup in a blender (use caution when pureeing hot liquids), then stir it back into the pot. Stir in kale, cover, and simmer until tender, about 5 minutes. Serve garnished with scallions and tomatoes, if desired.

Recipe from: [eatingwell.com](https://www.eatingwell.com)

Questions? We're Here for You

Benefits

benefits.team@genesys.com

Payroll

Payroll.NorthAmerica@genesys.com

