

REEP Employee Wellness Program Overview

Redlands USD - March 18th

Presented by Vanessa Torres, MPH
Health & Wellness Manager, Keenan



Program Framework

Omada Health:
Digital Lifestyle Programs
for *Prevention +
Hypertension + Diabetes +
Musculoskeletal*

**Two online
Wellness Challenges to
motivate healthy
behaviors**

**ComPsych
Employee Assistance
Program**

**Digital Carrier Wellness
Resources**



**REEP Wellness
Program Overview
2025-2026**



Participate in the 2025/26 REEP Wellness Program to Incentivize and Optimize Your Health!

REEP continues to offer a streamlined program with wellness offerings for both Anthem Blue Cross and Kaiser Permanente medical plan members this year.

2025/26 REEP Wellness Program Overview

REEP continues to offer digital lifestyle change programs that focus on pre-diabetes, pre-hypertension, diabetes, hypertension and joint and muscle health management provided through **Omada Health**.




















- REEP will cover the entire cost of the program if you or your spouse, domestic partner, or adult dependent aged 18 and older are enrolled in a REEP Anthem Blue Cross or Kaiser Permanente medical plan, and apply, qualify, and meet the eligibility requirements.
- All eligible REEP employee members who enroll in a REEP Omada Health diabetes, hypertension, or joint and muscle condition management program are eligible for a **\$150 e-gift card**.*
- All eligible REEP employee members who apply will be entered into a monthly **\$100 e-gift card** drawing sponsored by REEP. 3 winners are randomly selected each month.
- All Omada program participants will receive free smart devices such as a wireless smart scale, cellular glucometer, cellular blood pressure monitor, glucose monitors, or a MSK kit.*
- **Please refer to the Omada program flyers for more information.*

Two (2) **online wellness challenges** provided through Health Enhancement Systems (HES) to motivate healthy behaviors across all REEP Anthem Blue Cross and Kaiser Permanente medical plan members.

- Incentives will be provided to promote member enrollment and engagement.
- Incentivized participation competitions will be held among school districts.
- Wellness program coordinators will determine the challenge themes.

We are accepting applications for those interested in the **REEP Wellness Program District Coordinators Group**. The group provides coordinators with more involvement in making decisions for the wellness program offerings. Interested? Contact Vanessa Torres, at vtorres@keenan.com.

The Omada Suite | Multi-condition care, between doctor visits

Program	  <p>Prevention</p>	  <p>Diabetes¹</p>	 <p>Hypertension¹</p>	  <p>Musculoskeletal</p>
Care Team	<p>Health Coach Behavioral Health Specialist²</p>	<p>Health Coach Diabetes Specialist (CDCES) Behavioral Health Specialist²</p>	<p>Health Coach Hypertension Specialist Behavioral Health Specialist²</p>	<p>Physical Therapist Behavioral Health Specialist²</p>
Connected Devices				
Feature Highlights	<ul style="list-style-type: none">  SMART goals  Nutrition + activity coaching 	<ul style="list-style-type: none">  Medication adherence  Biometrics tracking 	<ul style="list-style-type: none">  Peer groups  Topic-based communities 	<ul style="list-style-type: none">  1:1 Care planning  1:1 PT video consults

1: NCQA population health accreditation for Diabetes + Hypertension program; ADCES Diabetes Education Accreditation Program (DEAP) for DM

2: Behavioral Health Specialists operate behind the scenes with other members of the care team and do not have a member-facing role



Omada for Prevention

A virtual program that makes it easier to lose weight, improve your health and reduce the risk of diabetes—valued up to \$700—at no cost to you.

Program Benefits

Lose weight with small, lasting lifestyle changes.

Learn ways to eat healthier, be more active, sleep better and manage stress.

Reduce the risk of Type 2 diabetes, heart disease and stroke.

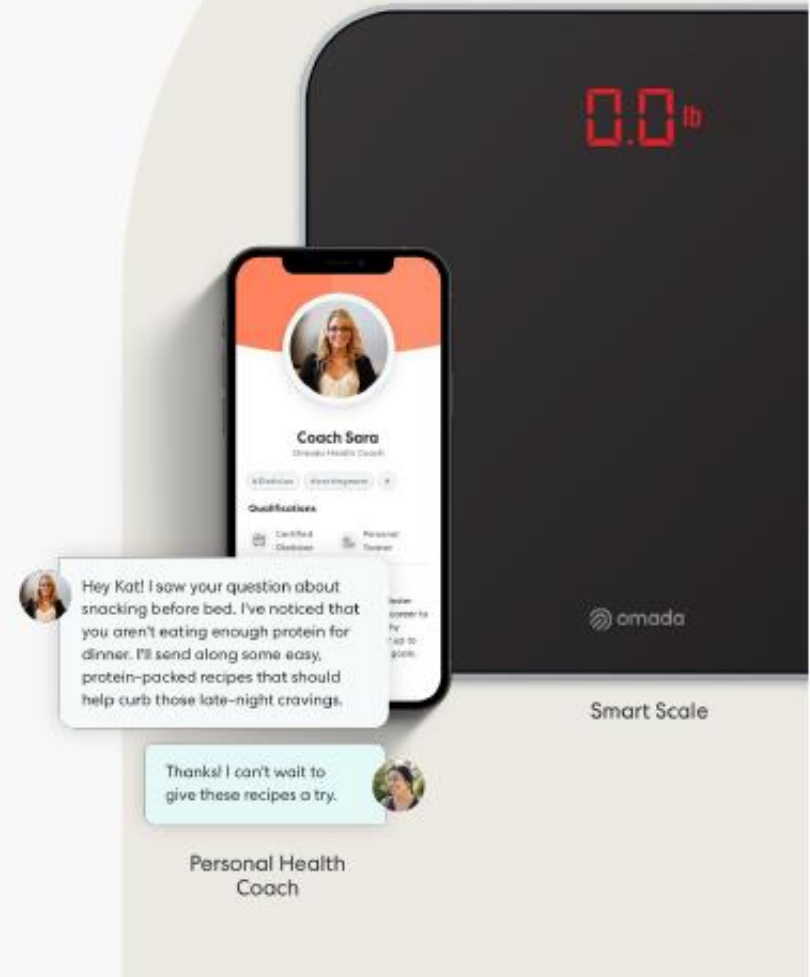
Program Features

- A personal health coach
- A personalized care plan
- Weekly lessons
- Tools for managing stress
- Online peer group and communities
- Plus, you get a smart scale to track your progress. It's yours to keep!

Apply at omadahealth.com/reep



SCAN ME



Omada for Prevention is available at no cost when covered by your employer or health plan. App images are fictionalized samples and do not reflect information about a specific person.

Omada for Diabetes

A program that helps you manage diabetes better, lose weight and reduce stress—valued up to \$1,700—at no cost to you.

\$0
to you

Program Benefits

Prevent episodes of low and high blood glucose values; 24/7 glucose monitoring support is available

Reduce the risk of diabetes complications

Build problem-solving skills and learn how to self-manage, even reduce, medications

Get support to learn safe, lasting lifestyle changes

Program Features

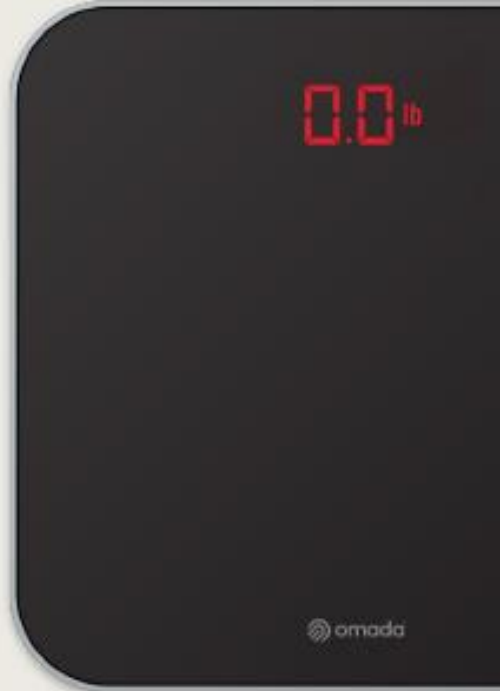
- A personal health coach
- A certified diabetes specialist
- A personalized care plan
- Weekly lessons
- Tools for managing stress
- Plus, smart devices to monitor your blood glucose and track your progress. You keep them all.



Hey Kat, I saw the note you added to your food log yesterday. That breakfast sounds delicious but it's also quite high in carbohydrates. I'll send a list of my favorite low carb breakfast items.

Thanks! I really felt like that was a healthy choice, I guess I'm learning a lot!

Personal Health Coach



Smart Scale (if clinically eligible)



Continuous Glucose Monitors¹



Blood Glucose Meter



Apply at omadahealth.com/reep

Omada for Diabetes is available at no cost when covered by your employer or health plan. See next slide for OGM disclaimers. App images are fictionalized samples and do not reflect information about a specific person.

✔ Omada for Hypertension

A program that helps you lower blood pressure, lose weight and reduce stress—valued up to \$1,400—at no cost to you.

Program Benefits

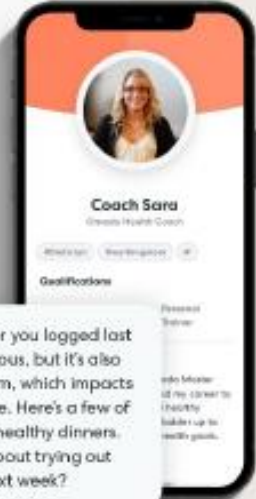
- Lower blood pressure and lose weight with small, lasting lifestyle changes.
- Understand your numbers and what impacts your blood pressure.
- Learn ways to eat healthier, be more active, sleep better and manage stress.

Program Features

- A personal health coach
- Clinical specialist
- A personalized care plan
- Weekly lessons
- Tools for managing stress
- Plus, smart devices to monitor your blood pressure and track your progress. Yours to keep!



\$0
to you



Hey Kat! The dinner you logged last night sounds delicious, but it's also quite high in sodium, which impacts your blood pressure. Here's a few of my favorite heart-healthy dinners. How do you feel about trying out 2 of these ideas next week?

Thanks, Sara! I really felt like that was a healthy choice, I guess I'm learning a lot!

Personal Health Coach



Smart Scale
(if clinically eligible)



Blood Pressure Monitor

Apply at omadahealth.com/reep

Omada for Hypertension is available at no cost when covered by your employer or health plan. App images are fictionalized samples and do not reflect information about a specific person.



Omada for Joint & Muscle Health

A virtual physical therapy program that connects members with their very own dedicated licensed physical therapist* to diagnose and treat their aches and pains.

Program Benefits

Reduce pain, increase movement and prevent injury with expert guidance from your physical therapist

Personalized treatment that adjusts with you and fits within your busy life

Anytime, anywhere access. No driving to appointments, or waiting rooms.

Program Features

- Your very own dedicated licensed physical therapist
- Personalized treatment plan
- Unlimited 1:1 video visits with your PT
- Free exercise kit with tools to reach your goals
- Emotional support to ensure your mindset is healthy, too



SCAN ME



Pain relief in as little as 10 minutes a day



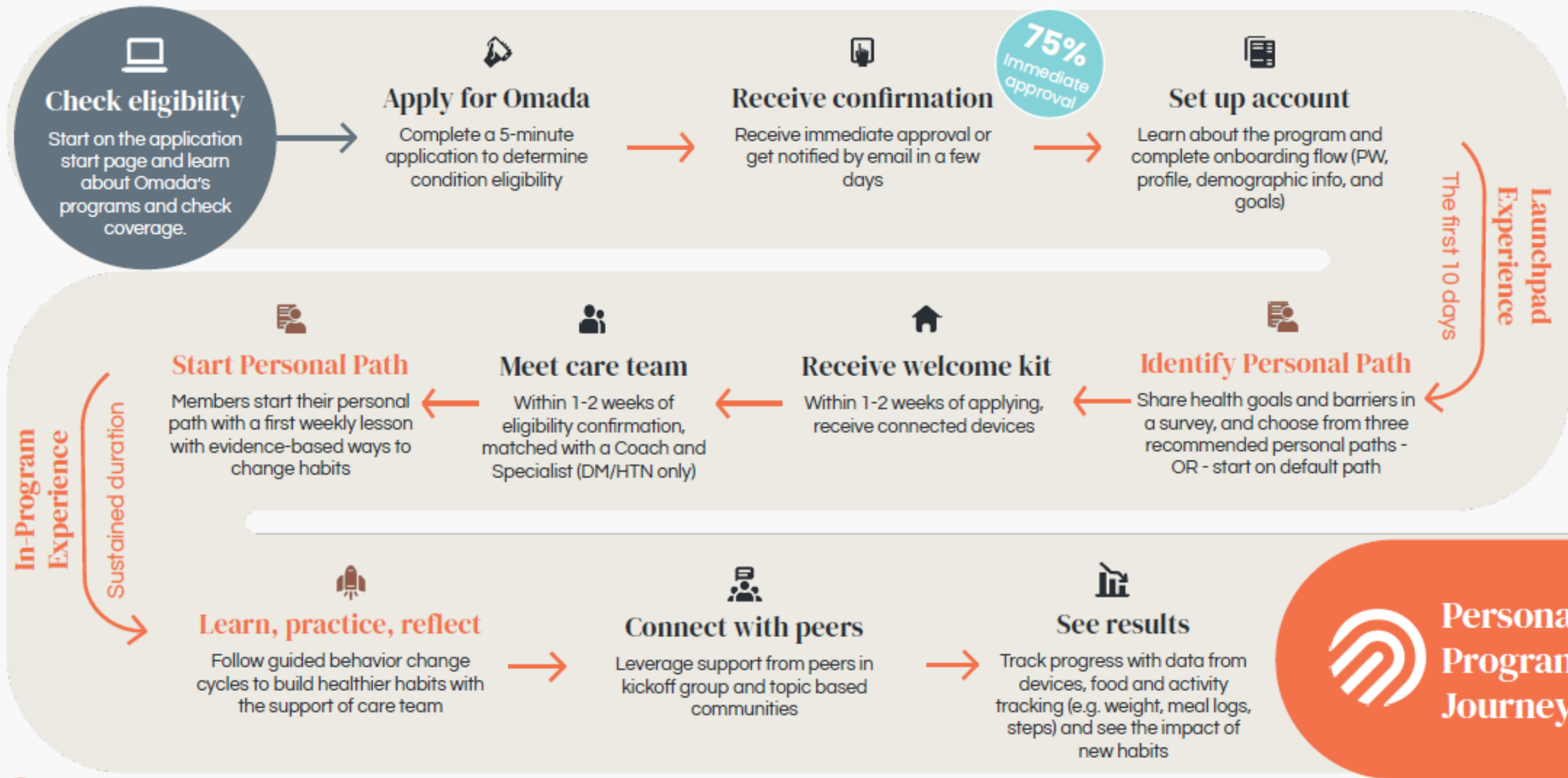
The program features described are specific to the complete version of Omada® for Joint & Muscle Health. Members not experiencing a relevant injury or musculoskeletal condition may instead receive a preventive version of the program, which includes different features and does not include a physical therapist

†Requirement of video referral in limited jurisdictions may delay time to meet a physical therapist.

App images are fictionalized samples and do not reflect information about a specific person.



The Member's Journey



2025 REEP Omada Testimonials

“

I am over 60, so I began to worry that I would be stuck with the extra weight I had gained. I have been a runner for 45 years and had always been able to maintain my weight in a comfortable range. I had let me weight creep up into a range that I wasn't comfortable with. The Omada program provided the tools and advice to change my mindset about my eating habits. My daily runs are much more pleasant now that I'm not carrying around the extra weight. I now know that I can lose weight and keep it off by maintaining healthier eating habits.”



—
REEP Omada Prevention Member

“

I really appreciate this free program. Aging is challenging for women, and the free assistance for weight and blood pressure management is really helpful. I had to drop a prior program that had become a financial strain. The Omada coaching is positive and encouraging. The weight and blood pressure tracking are super easy. The Omada app is pretty user friendly as well. I will continue this program for as long as it is offered.”



—
REEP Omada Hypertension Member

2025-26 HES CHALLENGES



Head down the runway to better health

What if you could travel the world without needing a passport, packing a suitcase, or boarding a plane?

Registration: March 2–March 15 | Challenge Dates: March 9–April 19
Last Day to Log Activity: April 22

Get the sense of going somewhere – not just virtually, but in your overall health and wellbeing.

In the 6-week *Worldwide Wellness* tour, you'll:

- Explore global destinations through daily activities that highlight movement, mindfulness, and healthy habits from around the world.
- Build consistent wellness routines that support long-term physical, emotional, and nutritional health.
- Complete engaging weekly challenges that introduce new ways to stay active and reduce stress.
- Earn points by tracking movement, completing activities, and participating in bonus opportunities.
- Connect with coworkers as you travel "together" on a shared journey toward better health.
- Celebrate your progress with milestone achievements and end-of-challenge recognition.



CHALLENGE GOAL: EARN 150 POINTS
(25+ POINTS/WEEK) FOR YOUR
CHANCE TO WIN A \$50 E-GIFT CARD!



Don't miss out! Register TODAY at:
<https://reepwellness.worldwidewellnesstoday.com>

Eligibility: All REEP employees, spouses, domestic partners or adult dependents aged 18 and older enrolled in the REEP Anthem Blue Cross or Kaiser Permanente medical plan are eligible to participate in the challenge, but only REEP employees are eligible for incentives. On the registration page indicate whether you're an employee or household member in the registration dropdown, and choose the employee's associated district from the District dropdown.



Overall Stats

Logging: October 6 - November 16, 2025
Registered participants: 1202
Evaluations submitted: 566
Evaluation submission percentage: 47%



Success Stories:

"This showed me (and coworkers) a positive way to spend our break walking together, We learned more about each other and got to brainstorm some work related things. It was very fun and motivating to do this with friends."-*Carmen Corona*

"I feel like j built stronger connections with my coworkers and we built more healthy habits together."-*Gentry Kusick*

"I created a team with my family, including adult children. I love that *Walktober* connected our family, even though we're a bit spread out. We were all working towards the same goal and that created a unique family connection. Thank you for a great experience."-*Melanie Premo*

"My team was great. We got close as friends and encouraged each other. We shared laughs and healthy recipes. We enjoyed *Walktober* alot."-*Sharon Richardson*

"I was able to hike to the top of mountains without being out of breath. I just feel better getting out there and moving everyday!"-*Janelle Vecchio*

"I was able to do my 10,000 or more daily I usually only do 6,000 daily but this motivated me to do 10,000 or more daily."-*Yesenia Santiago*

Employee Assistance Program



Go online for:

- Schedule Counseling, or arrange to speak with a Work & Life, Legal or Financial expert
- Access articles, podcasts, videos, slideshows
- Take on-demand trainings, join online communities
- And much more

Download the free GuidanceNow™ app to gain access.

- Register as a first-time user on GuidanceResources.com using your organizations web ID
- Download the app from either the App Store or Google play
- Log in using your username and password



App Store



Google Play

24/7 Live Assistance

Call: 855.459.6512 | TRS: Dial 711

Online: guidanceresources.com | App: GuidanceNow™ | Web ID: REEPEAP



Program Communications

Monthly REEP Wellness Events



Financial Wellness: Small Steps, Big Impact!

As the year unfolds, take a moment to check in on your financial goals. Small actions—like reviewing your budget, increasing savings, or tracking expenses—can build confidence and long-term stability.

Wishing you a season of clarity, balance, and steady financial growth.

Join Our Monthly Online Wellbeing Groups!
Brought to you by ComPsych®



Ready to recharge, reset, and sprinkle a little extra positivity into your month? Join a ComPsych® huddle, webinar, or guided practice anytime this month—and when you complete a quick survey by 3/31, you'll be entered to win a \$50 e-gift card!

Scan the QR code or click [here](#) to jump in and start exploring sessions designed to support your wellbeing, reduce stress, and give you practical tools for your day—both in and out of the classroom.

All REEP members are welcome to participate—regardless of medical plan enrollment.

The REEP Wellness program offers programs and resources to support your wellbeing. Many offerings are available to all REEP members, while others provide enhanced benefits for members enrolled in a REEP medical plan. Explore the March wellness offerings to find programs available to you. **Please Note:** Under IRS rules, all wellness program rewards—such as cash, gift cards, and other non-medical incentives—are considered taxable income. (Source: IRS Publication 525)

REEP Live Webinar: Moving from Burnout to Brilliance Sponsored by Kaiser Permanente

Life gets busy—and sometimes we forget to refill our own cup. Join us for a gentle, supportive session focused on restoring your wellbeing and building sustainable habits that help you thrive.

A small pause can make a big difference.

This webinar is open to all REEP members. You do not need to be a Kaiser member to join.



- **Date:** Wednesday, March 18, 2026
- **Time:** 12:00pm - 12:30pm PT
- Scan QR code or click [here](#) to join from a desktop or mobile device
- On-demand is available for viewing for up to 90 days after the event.

ComPsych | GuidanceResources®

Seeking connection and new skills? *Huddle Up!*

What are ComPsych® Huddles?

ComPsych Huddles are hour-long interactive online support groups focused on education, skill building and peer connection. In addition to small-group interactive huddles, we also offer Huddle Webinars, also up to an hour long, for those who prefer “listen and learn” opportunities, as well as Huddle Practices, for those interested in joining a 25 minute guided practice, such as relaxation exercises, mindfulness meditation or stretching, to promote self-care moments during the day. Please note all times are in PST.

Huddles (interactive)

- August 4: Relaxation Techniques (10:00 a.m.)
- August 6: Building Self-Compassion (10:00 a.m.)
- August 8: Cardiovascular 101 (7:00 a.m.)
- August 7: Breathwork 101 (6:00 a.m.)
- August 11: Improving Sleep (2:00 p.m.)
- August 12: Creativity for self-care (9:00 a.m.)
- August 13: Mindfulness 1 (7:00 a.m.)
- August 15: Mood Management 1: Thoughts (7:00 a.m.)
- August 16: Mindful Movement (10:00 a.m.)
- August 18: Self-Care and Resiliency (4:00 a.m.)
- August 19: Strength Training 101 (10:00 a.m.)
- August 20: Managing Caregiver Stress (10:00 a.m.)
- August 24: Menopause 101 (2:00 p.m.)
- August 22: Mindfulness 3: Mindfulness of Thoughts and Emotions (7:00 a.m.)
- August 23: PARENTING SERIES (12:00 p.m.)
- August 25: Back Care 101 (10:00 a.m.)
- August 27: Mood Management 2: Behaviors (10:00 a.m.)
- August 27: Nutrition 101 (2:00 p.m.)
- August 28: Mindfulness 2: Mindfulness of Body and Breath (2:00 p.m.)

Webinars (listen and learn)

- August 7: Managing Personal Finances (12:00 p.m.)
- August 8: Elder care in-home support and services (9:00 a.m.)
- August 9: Combating Imposter Syndrome (10:00 a.m.)
- August 14: Coping with Trauma (10:00 a.m.)
- August 18: Embracing Kindness and Respect (8:00 a.m.)
- August 21: Coping with Compassion Stress (9:00 a.m.)
- August 26: Webinar: Living Nootline Free (10:00 a.m.)
- August 28: Preparing for Financial Emergencies (12:00 p.m.)

Practices (guided, shorter immersion in the skill)

- August 6: Gratitude Practice (7:00 a.m.)
- August 8: Stretching Practice (10:00 a.m.)
- August 14: PMS Practice (10:00 p.m.)
- August 15: Mindfulness Practice (10:00 a.m.)
- August 20: Guided Imagery Practice (9:00 a.m.)
- August 29: Guided Breathing Practice (10:00 a.m.)

How to Huddle Up!

Participants can view the calendar of upcoming Huddles on GuidanceResources® Online or the GuidanceNow™ app and self-register for topics that resonate with them. To join a session:

- 1 Scan the QR code below or log on to [GuidanceResources®](#) Online. (If you have not yet registered on the site, use your organization's unique Web ID to do so.)
- 2 Scroll down to and click on [Browse All Services](#)
- 3 Choose the Online Huddle tile and accept the external link notification

call 855.456.0512
App: GuidanceNow™
Online: [guidanceresources.com](#)

TRB: Dist 71
Web ID: REEPPEAP

Scan for more resources

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Omada Programs

Access a health program built just for you

REEP is offering Omada® to help members manage diabetes and lower blood pressure with one-on-one personal coaching and the tools needed to make long-lasting health changes.

The best part: the program you're eligible to join.

Omada helps members

- See smart device readings in the Omada app after each use
- Eat healthier without counting calories or cutting out favorite foods
- Get solo total

Join Omada for access to

- One-on-one support from a health coach
- Easy monitoring with smart devices and tools
- Expert guidance from a clinical

All Omada members receive a welcome kit*

With easy-to-use devices, based on your needs, shipped to your door and yours to keep

- Two continuous glucose monitor sensors (CGM)
- Blood glucose meter
- Ongoing supply of test strips and lancets
- Blood pressure monitor

Claim my welcome kit: [omadahealth.com/keep](#)

*REEP will cover the entire cost of your spouse, domestic partner, or adult dependent aged 18 and older are seen. Certain features and smart devices are only available if you meet program and clinical eligibility requirements. The no cost COM excludes Medicare, Medicaid, and other government payers. The Abbott FreeStyle Libre 14 day or participants with a valid prescription and compatible smartphone. Setup is required for continuous glucose monitor sensor housing, FreeStyle Libre, and related brand marks are marks of Abbott. FreeStyle Libre 14 day system. Follow system as instructed in labeling may result in missing a severe low or high glucose event and/or making a treatment if readings do not match symptoms or expectations, use a finger stick value from a blood glucose meter for treatment attention when appropriate or contact Abbott at 855-622-6468 or FreeStyleLibre.us for safety info. Images, including apps, do not reflect real members or information about a specific person.

Access a health program built just for you

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Live life without pain

Thanks to REEP, you have access to a virtual physical therapy program.

Sign up for Omada for Joint & Muscle Health® and meet your physical therapist as early as tomorrow—all from your smartphone or tablet.

What's included in your benefit!

- Dedicated licensed physical therapist
- Unlimited video visits
- Customized care plan
- App-based tools like virtual form detection
- Exercise kit with resistance bands

Specialized programs

- Chronic Pain
- Women's Health
- Ergonomics
- Surgery Navigation
- Work Conditioning

Virtual visits were more convenient and less stressful than taking time off work.
- Betsy, Omada member

Claim your benefit at: [msk.omadahealth.com/keep](#)

REEP will cover the entire cost of the program if you or your spouse, domestic partner, or adult dependent aged 18 and older are enrolled in a REEP Anthem Blue Cross or Kaiser Permanente medical plan, and apply, qualify, and meet the eligibility requirements.

*Your home state may require a referral from a physician. Omada can facilitate this with a video visit with a physician, but this may delay your initial physical therapy consultation. Requirement of video referral in limited jurisdictions may delay time to meet a physical therapist.

The program features described are specific to the Recovery and Women's Health versions of Omada® for Joint & Muscle Health®. Members not experiencing a relevant injury or musculoskeletal condition may instead receive a preventive version of the program, which includes different features and does not include a physical therapist. Testimonials are based on the member's real experience and individual results. Results may vary based on individual and demographic factors. We do not claim that there are typical results that members will generally achieve. App images are fictionalized examples and do not reflect information about a specific person. Physical therapy is only available in states where it is licensed by law.

QUESTIONS?