## Contents

*Healthy for Life requirements* .................................................. 3

8 quick wins to improve your overall well-being .................. 4

<table>
<thead>
<tr>
<th>Wellness reimbursement; tobacco cessation</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better nutrition</td>
<td>6</td>
</tr>
<tr>
<td>Get to know our health coaches</td>
<td>7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Better mental health</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opioid addiction and suicide on the rise</td>
<td>9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Better finances</th>
<th>10</th>
</tr>
</thead>
</table>

| Better community                      | 11 |
Employees and their spouses (if on the company’s medical plan) must complete the following steps by Aug. 31, 2020. Individuals who choose not to complete the steps below will pay a higher premium in 2021 through the base rate premium. Employees hired in 2020 should refer to their HFL new-hire folder for their specific requirements and deadlines.

**Step 1:** Obtain and submit your biometric screening results. Results can be submitted through a health fair, an annual physical with your health provider or OB-GYN, or a LabCorp facility. (Spouses also have the option to use a home test kit.) More details available on the HFL portal.

**Step 2:** Complete the Well-Being Assessment on the HFL portal. Answer a series of questions online.

**Step 3:** Complete the “Tobacco-Free or Take Action” section on the portal by indicating you’re tobacco-free or, if you certify as a tobacco user, by completing a tobacco-cessation program. Tobacco users must complete Breathe Easy (a series of webinars/surveys on the HFL portal) or Quit for Life (four mandatory phone calls) by Aug. 31, 2020.

**Step 4:** New for 2020 — Complete the “Check Your Mental Health” section on the portal. Certify that you’ve read the document.

---

**Get started early this year**

Starting Jan. 7, visit the HFL portal at [ike.mywellmetrics.com](http://ike.mywellmetrics.com) and earn Amazon incentive(s) for reaching the following levels.

- **Healthy for Life** 3,000 Points
- **Plugged In** 5,000 Points
- **Powered Up** 7,000 Points
8 quick wins to improve your overall well-being

1. Swap soft drinks (including diet soft drinks) and sweet tea for water.

2. Schedule an annual check-up with your primary care physician.

3. Walk or exercise at least 30 minutes a day.

4. Strive for 10,000 steps every day.

5. Sleep 7 or more hours each night.


7. Increase your financial literacy.

8. Volunteer.
Wellness reimbursement

Employees and spouses are encouraged to take advantage of the company’s wellness reimbursements. Employees and spouses may be reimbursed 50% of the fee (not to exceed $40 a month per employee and $40 a month per spouse) for the following:

- **Approved fitness facilities or classes.**
- **Race entry fees.**
- **Streaming fitness video subscriptions.**
- **An approved weight-loss program.**
- **Personal training fees.**

Receipts are required, and reimbursements must be submitted through MyHR. Note that HR evaluates submissions and has a right to decline any reimbursement requests. For more details, visit lge-ku.com/wellness.

Tobacco cessation

Tobacco is a powerful addiction, and the company offers multiple options to help employees and spouses beat the habit.

- **Quit for Life:** The only tobacco-cessation vendor endorsed by the American Cancer Society, QFL uses a number of behavioral strategies in an easy-to-follow “Quitting Plan” to help you live without tobacco. The plan features phone-based cognitive behavioral coaching, medication support, and web-based learning and support tools. To enroll in the Quit for Life program, contact a representative at 866-QUIT4LIFE (866-784-8454) or quitnow.net.

- **Breathe Easy:** The Healthy for Life portal offers a series of Breathe Easy webinars to help individuals kick the habit. To complete the program, participants must attend six webinars and complete the survey after each webinar. Once all six webinars and surveys are completed (along with one exit survey), individuals will be awarded points. Each webinar ranges from six minutes to 11 minutes in length.

- **Express Scripts:** Employees and spouses with medical insurance through LG&E and KU can receive FDA-approved nicotine replacement medications (Chantix, Zyban and Bupropion) through Express Scripts (covered with no out-of-pocket costs). Contact your medical care provider for more details.
Better nutrition

Drink and eat less sodium, saturated fat and added sugars
- Use the Nutrition Facts label and ingredients list to limit items high in sodium, saturated fat and added sugars.
- Choose vegetable oils instead of butter, and oil-based sauces and dips instead of ones with butter, cream or cheese.
- Drink water instead of sugary drinks.

Make half your grains whole grains
- Look for whole grains listed first or second in the ingredients — try oatmeal, popcorn, whole-grain bread and brown rice.
- Limit grain desserts and snacks, such as cakes, cookies and pastries.

Make half your plate fruits and vegetables
- Choose whole fruits — fresh, frozen, dried or canned in 100% juice.
- Enjoy fruit with meals, as snacks or as a dessert.
- Try adding fresh, frozen or canned vegetables to salads, sides and main dishes.
- Choose a variety of colorful veggies prepared in healthful ways: steamed, sautéed, roasted or raw.

Move to low-fat or fat-free milk or yogurt
- Choose fat-free milk, yogurt and soy beverages (soy milk) to cut back on saturated fat.
- Replace sour cream, cream and regular cheese with low-fat yogurt, milk and cheese.

Vary your protein routine
- Mix up your protein foods to include seafood, beans and peas, unsalted nuts and seeds, soy products, eggs and lean meats and poultry.
- Try main dishes made with beans and seafood, like tuna salad or bean chili.
If you could provide any three nutrition tips for our employees/spouses, what would they be?

1. Cook at home — When we prepare meals at home, we control portion sizes and preparation methods. Generally speaking, meals prepared at home are significantly lower in fat, sodium and total calories as compared to similar meals prepared at a restaurant.

2. Find exercise you genuinely enjoy — Regular physical activity can improve physical and mental well-being by reducing stress, improving mood and maintaining muscle strength and endurance. Explore different types of physical activity to find something that works for you. Exercise that is fun is much easier to do.

3. Practice mindful eating — As much as possible, close the computer, mute the TV, set aside the cellphone and take 25 minutes to enjoy your meal time. Being distracted at meal times can often lead to over-eating because we are not in tune with our body’s hunger and fullness signals.

Are there any easy ingredient swaps in a recipe that make a dish healthier?

Adding more vegetables to a dish is a great way to make it healthier! Vegetables are very high in vitamins, minerals, antioxidants, and polyphenols which all promote health and well-being. Try adding spinach into smoothies, broccoli into pasta dishes, pureed carrots into tomato-based sauces, and steamed cauliflower into mashed potatoes.

Do you have any suggestions for our employees who sit most of the day for work?

Try to get in movement any time you can. Walk to a co-worker’s desk instead of emailing them, take the stairs instead of the elevator, park in the farthest spot possible to get in more steps, set an alarm on your phone for every hour to get up for at least five minutes. Try to limit prolonged periods of sitting and get in any kind of movement. When it comes to physical activity, something is always better than nothing!

What do you suggest — in terms of exercise and/or nutrition — for our employees who are always on the go?

1. Remember to drink water. Individuals often reduce liquid intake during travel for various reasons, the primary being lack of access to bathrooms. This reduction may leave us feeling fatigued. With 60% or more of the human body consisting of water, it is vital to proper bodily functions. Additionally, for some, caffeinated drinks may increase urgency for bathroom breaks so limiting caffeinated drinks is a good idea. You may be saying, “But how do I keep awake?” Try whole fruits and plenty of water to help keep you alert.

2. Travel with healthy snacks. Pack a cooler for road trips that include healthy snacks such as celery, carrots, melons, grapes, peanut butter, cheese and whole-grain crackers. When a cooler is not an option, pack or purchase whole fruits, whole grains snacks, nut butters or dry roasted low-sodium nuts.

3. Select healthier items when purchasing food. Choose items that are baked or grilled instead of fried or covered in heavy sauces. Just like at home, think fruits and vegetables. Soups and salads are often available as quick and easy alternatives, but for the latter, ask of for dressing on the side.

4. Stretch and exercise. Use what is available while traveling; take walks, do stretches or light exercise when stopping for gas or food. If flying, some airports now have gyms in the terminals for public use or try walking those long terminals while you wait.

5. Don’t be afraid to ask. Restaurant staff are often willing to alter menu options for food to be prepared the way you prefer. Also, order dressings and sauces on the side, or vegetables in place of fries.
Mental health includes our emotional, psychological and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others and make choices. (Source: mentalhealth.gov)

Need to talk? Three options available

- **Family Assistance Plan:** Contact provider Wayne Corp at at 502-451-8262 or 800-441-1327. Log in for resources at waynecorp.com.

- **LiveHealth Online:** Have face-to-face video chats with a licensed therapist or psychiatrist. Flexible daytime, evening and weekend appointments available. Log in at livehealthonline.com.

- **National Suicide Prevention Lifeline:** If you need immediate help for yourself or someone else, call 800-273-TALK (8255) or chat at suicidepreventionlifeline.org.

Common issues

People who reach out for help do so for many reasons. The following issues are the most common challenges cited by LG&E and KU employees when seeking assistance.

1. **Emotional:** Maintaining your mental and emotional health is just as important as ensuring your physical health. Have a strategy to think, react and cope with stress to help strengthen your life.

2. **Marital:** To keep a marriage strong and healthy, communication is a key skill, allowing couples to share their thoughts and feelings and engage in healthy problem solving.

3. **Alcohol/Drugs:** Learning how to recognize the signs of addiction can help you determine whether you or a loved one should reach out for support.
Opioid addiction and suicide on the rise

Nationally, increased opioid use and suicides have reached near-epidemic levels. Sadly, both issues have impacted LG&E and KU employees and their families. Know the facts and seek help to treat these increasingly common mental health issues.

Opioid abuse

The opioid epidemic is having devastating impacts nationwide — and especially in Kentucky and Virginia.

From 1999-2017, more than 700,000 people in the U.S. died from drug overdoses.

68% of drug overdose deaths in 2017 involved an opioid.

In 2017, 1,566 Kentuckians and 1,507 Virginians died from an opioid overdose.

Lock up your medications so they don’t fall into the wrong hands.

Don’t flush medications — these drugs enter our streams, rivers and lakes, harming wildlife and the environment.

Dispose of unused medications safely. Contact your local pharmacy or search the internet for “National Prescription Drug Take Back Day” for more.

If you or a loved one has a drug addiction, contact our Family Assistance Plan (see page 8).

Suicide

If you or a loved one is experiencing these warning signs, please reach out for help.

- Feeling like a burden.
- Being isolated.
- Increased anxiety.
- Feeling trapped or in unbearable pain.
- Increased substance use.
- Looking for a way to access lethal means.
- Increased anger or rage.
- Extreme mood swings.
- Expressing hopelessness.
- Sleeping too little or too much.
- Talking or posting about wanting to die.
- Making plans for suicide.

Sources: Centers for Disease Control and Prevention and the National Safety Council.
Better finances

Pete the Planner® has helped hundreds of your co-workers through online courses and personalized chats.

The company-sponsored savings plan, administered by Fidelity, is designed to help you save for retirement. You are immediately eligible to contribute to the savings plan and receive company matching dollars, and, if hired on or after Jan. 1, 2006, you also are eligible for the company’s annual lump sum contribution to your Retirement Income Account (RIA) in your savings plan.

Fidelity offers a wide variety of online tools and learning materials. You choose how much of your paycheck to put into your account each pay period and how that money gets invested. You can enroll directly with Fidelity at netbenefits.com or by calling 800-827-3321.
**Power of One’s Dollars for Doers Program**

Are you an employee who volunteers at least 50 hours to a nonprofit agency? If so, track those hours in MyHR and earn $100 for the nonprofit. Just follow these guidelines and submit 2020 volunteer hours by Jan. 31, 2021.

**Guidelines:**
- Employees of LG&E and KU Energy LCC (including subsidiaries and affiliates) must contribute at least 50 hours to an eligible nonprofit organization to qualify for a $100 donation to that organization.
- Volunteerism must take place on the employee’s personal time.
- Eligible organizations must have a 501(c)(3) tax-exempt status to be considered.
- Employees may submit one Dollars for Doers grant request per year.
- Lobbying, political and religious organizations are not eligible.
- Organizations that are not open to all people, without regard to race, color, creed, sex, sexual orientation, religion, disability or national origin will not be supported.

**Educational Matching Gift Plan**

Did you know the LG&E and KU Foundation offers an Educational Matching Gift Plan? You can double the dollars you give to support higher education. The contributions can range from $25 to a maximum of $2,000 per calendar year. To participate, download the application (from The Grid intranet homepage, search “Educational Matching Gift Plan”).

---

**Join LG&E and KU Facebook page — for employees, retirees and spouses!**

*Become part of this private group, a proud community of LG&E, KU and ODP employees, retirees and spouses.*

- Search Facebook for “Your LG&E and KU Family Connection”
- In the search results, click *Your LG&E and KU Family Connection.*
- From the group page, click *+ Join Group.*
- Respond to three questions and read the group rules.
- Click *Send to Admins.*
- Click *OK.*
LG&E and KU offer employees and spouses a variety of resources to help you stay Healthy for Life. Learn more about these programs at lge-ku.com/wellness.

- Family Assistance Plan
- Flu shots
- Health fairs
- LiveHealth Online
- Mammograms
- Matching grants
- Preventive care
- Tobacco cessation
- Wellness reimbursements
- Your Anthem Nurse