

**Are you a new hire? Remember, you have
30 days to sign up for benefits. Visit our
Benefits site at xkig.hrbenefits.net**



**Wellness
Wednesdays**

For questions about your benefits, please email: benefits@xylemtree.com

Cold Weather Safety Reminder

As temperatures drop, take extra precautions to stay safe both on and off the job. Dress in layers, protect exposed skin, and wear proper footwear to prevent slips on icy surfaces. Stay alert for changing weather conditions, take warm-up breaks when necessary, and watch for signs of cold stress such as numbness, shivering, or fatigue. Looking out for yourself and your teammates helps ensure everyone gets home safely, in any season.

Healthy Resolutions That Stick

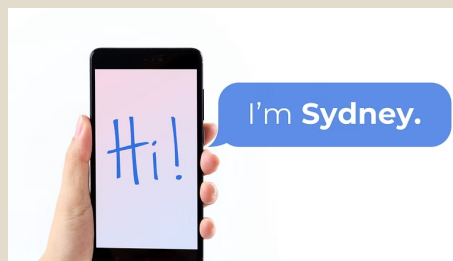
Healthy resolutions don't have to be big or complicated to make a difference. Small, realistic changes like taking a short walk each day, drinking more water, getting a little extra sleep, or packing a healthier lunch can add up over time. Focus on progress, not perfection, and choose habits that fit your routine and support your well-being. Simple, steady steps are often the ones that last the longest.

Resolution #1: Skip the ER (Unless It's Serious!)

The ER should be your go-to only for true emergencies — think life- or limb-threatening situations. For everything else, start with your primary care provider. If it's after hours, head to urgent care instead. You'll save time, money, and get the right care faster. Here's a handy chart for finding the right care at the right place.

Virtual care	Doctor's office	Urgent care clinic	Emergency room
Use it for			
A common, non-	A condition that doesn't	A condition that needs	A life-threatening or

By [downloading the Anthem's Sydney app](#), you're one step closer to achieving healthy resolutions. Click on the video below to learn how the Sydney app can help you.



Holiday Stress and the Blues

The holidays often seem to be a time for family and cheer. However, that's not always true. Some people experience stress, depression, and even social isolation during this season.

Here are 9 quick tips to help you this holiday season:

1. Plan ahead
2. Learn how to say "no"
3. Stick to a shopping budget
4. Create relaxing surroundings
5. Maintain healthy habits
6. Share your feelings with a trusted friend
7. Respect differences in others
8. Set realistic holiday expectations
9. Take a break when you need one

Remember, our two EAP options are available 24/7 and can help you manage your stress levels around the holidays – and beyond. See below.

Lincoln Financial EmployeeConnect EAP:

Check out the flyer [here](#). Spanish version [here](#).

Anthem EAP:

When you call, please state that you work for XKIG.

More information can be found [here](#). Spanish version [here](#).

Cards Corner!!

Anthem members, look out for your new Anthem card for 2026! They should arrive in the mail over the next few weeks.

Anthem members with the 6500 HSA plan, please make sure you are watching your mail for anything from Chard Synder! Each year some are flagged and need to provide additional information to open your account or to make sure your account remains open. Also, please note that you can NOT have a PO Box listed in UKG with an HSA. We sent an email to all who this applied to. If you have a PO Box listed and have our HSA plan, you need to update to a street address asap.

Boosting Your Benefits

Health is Wealth Walking Challenge Winners!

Thank you to everyone who participated in our second walking challenge! This challenge encourages staying healthy throughout the holiday season. We had a lot of great competition among the participants. The first, second, and third-place winners are as follows:

1st Place: Each participant earned a \$100 gift card!

Depreciating A\$\$ets

Iesha Shipp, Melissa Kelly, Jade Jackson, and Cheryl Lewchenko

2nd Place: Each participant earned a \$75 gift card!

Content Queens

Andrea Rizzo, Madeline Lester, and Katie Hollowell

3rd Place: Each participant earned a \$50 gift card!

TreeLine Trekkers

Sara Rennie, Karen Blanton, and Jen Britton

The three raffle winners were chosen from everyone who met the minimum step requirements and will each receive a \$50 gift card. The winners are...

1. Christy Bodnar
2. Taylor Flemmings
3. Liza Gibson

Congrats to all participants for making strides each day to move your body during this busy time of year!

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We Want to Hear from You!

Do you have suggested article ideas or pictures to share?

Email us at marketinghelp@xkig.com!