



Wellness Pillars for Full Time Teammates



WOW! BEING

— Innovation • Kindness • Compassion —



Our Emotional Intelligence Journey

Google's Search Inside Yourself Leadership Institute was created in 2012 after leading experts in neuroscience, mindfulness and emotional intelligence had, several years earlier, developed and began delivering a highly successful course for Google's engineers and leaders. SIYLI has now become a globally recognized program and continues to work with Google as well as other corporate, nonprofit, education, and government organizations around the world.

SIYLI teaches tools for deepening one's emotional intelligence, including self-awareness, focus, and resilience . . . skills which lead to strong collaboration, sustained peak performance, and the ability to navigate challenges more effectively. One definition of emotional intelligence which has been popularized by psychologist and author Daniel Goleman is "the ability to recognize, understand, and manage our emotions". It is the capacity to be aware of what one is thinking, how those thoughts are creating one's emotions, and choosing how that awareness may be applied to action.

Paducah Bank is bringing the benefits of SIYLI's Mindfulness-Based Emotional Intelligence training into our workplace for the purposes of creating a more trusting, effective team and compassionate workplace culture. The Seven Pillars of WOW Being have been created for the benefit of each Paducah Bank teammate to sustain their wellness as they deepen their own emotional intelligence.



Seven Pillars of WOW Being

Twenty-three teammates joined together to create the foundations of our WOW Being Teammate Wellness Initiative, committing to be WOW Being advocates and to their own well-being and that of each teammate. Together they created the framework of resources within all seven pillars to be offered through our WOW Being Initiative.



Physical Wellness:

Respecting and taking care of your body by working to achieve a high state of physical well-being that includes fitness, nutrition, sleep, and physical personal care. The objective is to create a healthy lifestyle that's capable of moving you toward an optimal level of physical health. The ability to recognize that your thoughts, feelings, and behaviors have a significant impact on your wellness, and adopting healthful habits while avoiding destructive habits leads to optimal Physical Wellness.

- Health, Vision, Dental Insurance Benefits and HSA Benefit
- Flexible Time Off & Paid FMLA Benefit
- Paid Holiday Benefit
- Preventive Resources – HealthWorks and Anthem portals
- HealthWorks Classes, i.e. healthy eating on a budget, workshops on brain food and brain health (using apps), how to grocery shop for healthy foods on a budget
- 24/7 free access to medical professionals through HealthWorks Medical
- EAP Teammate Assistance
- Extra wellness points for outside activities and events, including 30-day nature challenges and fitness tracker challenges



Social Wellness:

The ability to relate to and connect with other people in your world. Developing a sense of connection, belonging, and a well-developed support system. The process of developing and maintaining a network of healthy relationships through the choices and actions you make on a daily basis. Social Wellness is a necessary aspect of life wellness that helps define a part of who you are and how you feel towards achieving a full and complete life.

- Flexible Time Off & Paid FMLA Benefit
- Paid Holiday Benefit
- Quarterly Teammate Gatherings
- Volunteer for community projects, i.e. LTAMF, Christmas in the Park, United Way Project United, Project Pamona, River Cleanup, Adopt-A-Mile, etc.
- Paducah Bank Night at Brooks Stadium



Emotional Wellness:

The ability to recognize, understand, accept, and effectively manage your thoughts, feelings, and incoming stressors. The ability to deal with a variety of situations and learning how your thoughts, feelings, and behaviors affect your decisions . . . and vice versa. The ability to respond resiliently and effectively to changing emotional states and effectively cope with a variety of situations, stressors, and disappointments that present challenges and obstacles. Emotional Wellness is an ongoing dynamic process of change and growth.

- Mindfulness-Based Emotional Intelligence Course
- Journaling Prompts
- Flexible Time Off & Paid FMLA Benefit
- Paid Holiday Benefit
- EAP Teammate Assistance
- Preventive Resources – Healthworks and Anthem portals



Occupational Wellness:

The ability to gain personal fulfillment from your work and your chosen career. Your desire to contribute through your career to make a positive impact on the organization in which you work and to society as a whole leads to Occupational Wellness. The ability to work in and create a work environment that is congruent with your values and beliefs, and is stimulating and inherently fulfilling, while allowing leisure time for personal and family commitments and activities. Using your skills and knowledge that contribute to the achievement of your organization's goals and objectives, as well as seeking challenges that lead to personal growth.

- Employee Stock Ownership
- Mindfulness-Based Emotional Intelligence Course
- Professional development through training for knowledge, skills, and abilities
- Volunteer for community projects, i.e. LTAMF, Christmas in the Park, United Way Project United, Project Pamona, River Cleanup, Adopt-A-Mile, etc.
- Volunteer for community boards, speaking to and leading educational workshops in the community
- Flexible Time Off & Paid FMLA Benefits
- Paid Holiday Benefit
- Quarterly Teammate Gatherings
- Safe Deposit Box
- Teammate Reserved Parking
- Teammate Corporate Clothing



Financial Wellness:

Your relationship with money and skills in managing financial resources. It is the balance of understanding the mental, spiritual, and physical aspects of money. Having an understanding of your financial situation and taking care of it in such a way that you are prepared for financial changes. Identifying personal financial goals and priorities, which would entail responsible spending and saving to achieve Financial Wellness.

- Employee Stock Ownership
- Company Match on 401k
- Life and LTD Insurance Benefits – Life pays 2.5 times annual salary, LTD pays 60% of salary
- Significant portion of health insurance premium paid by company
- 24/7 free access to medical professional through HealthWorks Medical
- HSA Company Contribution
- Pre-Tax HSA Employee Contributions and Pre-Tax FSA Unreimbursed Medical/Child Care
- Unused HSA benefit may be used for any expense after age 65
- Quarterly Education Series with PFC
- Personal Home Mortgage Benefit
- Discounts on Loan Rates
- HealthWorks classes, i.e. healthy eating on a budget
- Financial Literacy Classes, i.e. financial planning, basic budgeting, basic investing, reducing debt, etc.
- Free Checking Account with Bazing Discount Resources
- SingleView access for financial management
- Discounts on legal services through Denton Law Firm
- College Savings 529 Plan



Intellectual Wellness:

Achieved through continuous curiosity, an openness to new ideas, a capacity to question and think critically, and a strong desire to learn. The ability to learn new concepts, improve skills, and seek challenges in pursuit of lifelong learning contributes to Intellectual Wellness. Any activity that inspires your willingness, desire, and intent to learn, explore and expand your mind in any way supports healthy Intellectual Wellness.

- Professional development through training for knowledge, skills, and abilities
- Healthworks – workshops on brain food and brain health (using apps)
- Mindfulness-Based Emotional Intelligence Course



Environmental Wellness:

Your relationship with your immediate surroundings, expanding to the world around you. It's about being aware, learning, and making choices that will contribute to sustaining or improving the quality of your environment. The ability to make a positive impact on the quality of your environment, be it your home, your workplace, your community, or your planet. Preserving the beauty and balance of nature.

- Extra wellness points for outside activities and events
- Produce Sharing
- Community partnership opportunities with city government
- Volunteer for community environmental projects, i.e. River Cleanup, Adopt-A-Mile, Project Pamona

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Total Wellness

Supporting the Four Components of Emotional Intelligence:

Self-Awareness: Knowing one's internal states, preferences, resources and intuitions in order to be non-judgmental, open minded and open hearted. To move from auto-pilot to awareness of how you respond to situations and how others respond to you.

Self-Management: The ability to manage your emotions, through the process of managing one's internal states, impulses and resources.

Social Awareness: The ability to understand and respond to the needs of others. To accurately read situations and people so that you may empathize with their emotions.

Relationship Management: The bond you build with others through clearly communicating and the effective handling of conflict.

- Library portal with access to videos, apps, books, articles
- Health fairs focused on women's health, men's health, including cancer and other screenings
- Workshops on nutrition, breathing, stretching, flexibility, yoga
- Water filtration in each location
- Lunch with TED (TED Talks)
- Internal Subject Matter Expert Groups
- Lunch and Learn with chiropractor, acupuncturist, holistic health experts, massage therapists, etc.
- Chair Massages
- Snacks – move to healthy options in each location, contracting with local providers of healthy snacks and drinks
- Healthy food at quarterly teammate gatherings
- Recycling containers at each site