

Wellness Council Webinar Notes March 7, 2019

Welcome

Good morning everyone. Thank you for joining the March Wellness Council Webinar.

- Today's agenda includes:
 - Budget Request Update
 - Nutrition Jeopardy in recognition of National Nutrition Month
 - Monthly Handout Topics
 - Upcoming Dates
 - Roll Call and New Program Ideas
- Our Population Health Director, Paige Turner, has a quick update about Budget Requests

Budget Request Update

- Benefits Administration accounting and our department's legal team recently reviewed the tax implications regarding the prizes provided by the Wellness Councils.
- Your Wellness Coordinator will be following up with all of the specifics and our recommendations, so there is no need to write any of this down. Today is just about providing some context and background.
- The review was specific to the dollar value of the prizes and if the gifts qualified as "de minimis." You can review the IRS website describing the De Minimis Fringe Benefits Exceptions. We will provide the link in the follow up email from your Wellness Coordinator.
- 26 USC 132(e)(1) defines "de minimis Fringe" as any property or service the value of which is (after taking into account the frequency with which similar fringes are provided by the employer to the employer's employees) so small as to make accounting for it unreasonable or administratively impracticable."
- The IRS has also found that non-monetary recognition awards having a fair market value of \$100 do not qualify as de minimis fringes. Therefore, gifts valued at \$100 or more are most likely not de minimis and should be included in an employee's wages. The IRS could still find that a gift under \$100 is not de minimis depending on the facts. \$100 is not a bright-line safe harbor.
- Departments should also take "into account the frequency with which similar fringes are provided ." So, if an employee receives multiple gifts from the State that in the aggregate exceed \$100, the State may have an obligation to report the gifts as wages. A specific example would be: if one individual was the recipient of multiple prizes through WFHT, valued at over \$75 combined, the gifts may not meet the de minimis exception. Another example would be if the agency gave multiple gifts to an employee and the employee received a prize through WFHT as well, the IRS could determine that the gifts in total do not meet the de minimis exception. It will depend on the facts and circumstances of each situation.
- The IRS requires employers to report gifts as wages that do not meet the "de minimis" exception stated in 26 USC 132. Considering that the gifts provided to the wellness counsels by Benefits Administration are less than \$50 and are not frequently provided, it appears that a single gift would meet the de minimis exception unless an employee received multiple gifts through the

wellness counsel or the agency provided numerous gifts to its employees through other programs.

- So to mitigate this risk, our Legal Team in F&A made the following recommendations:
 - Benefits Administration recommends that the agency ensure compliance with applicable IRS regulations.
 - Requests for prizes should take into consideration the outlined risk and consider the dollar value of the prize. We recommend not giving gifts or prizes with a fair market value over \$75.
 - WFHT cannot account for all of the gifts given to an employee by a State agency. It is the agency's responsibility to track who is receiving the gifts to ensure that applicable IRS regulations are complied with regarding gifts received by the agency's employees.

Monthly Fun Fact Challenge

- Congratulations to the most recent Wellness Council Webinar Fun Fact Champion: February — Shannon Klonowski, Agriculture
- For today's webinar we are changing things up a bit. There will be no Fun Fact Challenge. We will be playing nutrition Jeopardy.
- More about that in a few minutes, but first let's talk briefly about National Nutrition Month.

National Nutrition Month

- National Nutrition Month® is an annual nutrition education and information campaign created by the Academy of Nutrition and Dietetics. The campaign, celebrated each year during the month of March, focuses attention on the importance of making informed food choices and developing sound eating and physical activity habits.

Nutrition Jeopardy Rules

- Each department represents a team.
- You must use the chat feature to respond and make sure you are replying to EVERYONE, not just the host/presenter.
- Person who answers correctly does not pick the next question. We do! 😊 Questions will be asked starting with the 100-point question in the first column. We will move down each column and then move to the next column once all questions have been answered.
- Points will not be subtracted for incorrect answers.
- Bonus points will be awarded to:
 - All departments who participate, but do not win: 10 bonus points
 - 1st Place Winner: 40 bonus points
 - 2nd Place Winner: 30 bonus points
 - 3rd place Winner: 20 bonus points
- Questions??
- <https://jeopardylabs.com/play/nutrition-jeopardy-794>

Let's Play Jeopardy!

Grains

100 –

Q. This food group has bread, rice and pasta products and provides you with energy.

A. What is the Grains group?

200 –

Q. True or False. The Grains Group could also be called the Carbohydrate Group because only foods that contain carbohydrates are in the Grains Group.

A. What is false?

(Though carbohydrates (“carbs”) are present in all foods in the Grains Group, carbohydrates are also present in the other MyPlate food groups (fruits, vegetables, proteins, and dairy foods) as dietary fibers, sugars, and starches.)

300 –

Q. About how much of the grains you eat should be whole grains?

A. What is half?

400 –

Q. True or False. Any food made from wheat, rice, oats, cornmeal, barley, or another cereal grain is in the Grains Group.

A. What is true?

500 –

Q. Grains can be divided into 2 types of grains, name them.

A. What is whole and refined grains?

Dairy

100 –

Q. Milk contains the most of this mineral which helps build strong bones.

A. What is calcium?

200 –

Q. This beverage is often available in 2%, 1%, or skim varieties.

A. What is milk?

300 –

Q. True or False: All products made from milk are part of the Dairy Group.

A. What is false?

(Foods made from milk that retain their calcium content, such as yogurt and cheese, are part of the Dairy Group. However, foods made from milk that have little to no calcium – such as cream cheese, cream and butter – are not part of the Dairy Group.)

400 –

Q. How many cup-equivalents from foods in the Dairy Group are recommended for adults each day?

A. What is 3 cups?

500 –

Q. What is the name of the sugar found naturally in milk?

A. What is Lactose?

Vegetables

100 –

Q. True or False. Eating a diet with lots of vegetables and fruit is good for you.

A. What is true?

200 –

Q. What food group are beans and peas counted in: A) Vegetable Group B) Protein Group C) Both D) Neither

- A. What is C) Both?
- 300 –
- Q. True or false? Beans are part of the vegetables food group.
A. What is true? And it is also part of the protein food group.
- 400 –
- Q. Vegetables should make up how much of your plate?
A. What is $\frac{1}{4}$?
- 500 –
- Q. Green leafy vegetables are an excellent source of: a) Vitamin K b) Vitamin A c) fiber D) iron E) all of the above
A. What is E) all of the above?

Proteins

- 100 –
- Q. This food is a complete protein. It can be served scrambled, poached or boiled.
A. What is an egg?
- 200 –
- Q. The protein group doesn't only consist of meats. Name 2 other foods that are proteins.
A. What is fish, beans, eggs, nuts and seeds?
- 300 –
- Q. Proteins are important to our health because: A) provide energy for growth B) are rich in iron C) important for muscle building D) all of the above
A. What is D) all of the above?
- 400 –
- Q. Name 2 protein rich foods that are recommended to be eaten twice a week.
A. What is beans and fish?
- 500 –
- Q. True or False. You should wash or rinse raw meat or poultry before you cook it?
A. What is false?
(Do NOT wash or rinse raw meat or poultry before you cook it. Washing can cause bacteria found on the surface of meat or poultry to be spread to ready-to-eat foods, kitchen utensils, and counter surfaces. This is called cross-contamination. Cooking (baking, broiling, boiling, and grilling) to the right temperature kills the bacteria.)

Fruits

- 100 –
- Q. A great example of a fruit that comes in red, yellow and green is an _____.
A. What is an apple?
- 200 –
- Q. Fruits should make up how much of your plate?
A. What is $\frac{1}{4}$?
- 300 –
- Q. True or False. Eating a diet rich in fruits and vegetables as part of an overall healthy diet may protect against certain types of cancer.
A. What is true?
- 400 –

Q. Which of these nutrients can you get from eating whole fruit that is not usually found in juice:

A) Vitamins B) Minerals C) Fiber D) Sugar?

A. What is C) fiber?

500 –

Q. What do fruits have that make them sweet A) Vitamin C B) Fiber C) Fructose D) Protein E) pleasing or agreeable personalities?

A. What is C) fructose?

Monthly Handout Topics

- Some of the upcoming monthly handout topics include:
 - National Nutrition Month
 - National Humor Month

Upcoming Dates [National Nutrition Month](#) – March

- Monthly Wellness Council Webinar is Thursday, April 4 at 9 a.m. Central
- January-March (third quarter) Point Tracker BINGO due on March 29

Roll Call

- Let us know you are representing your Wellness Council by giving us a shout out in the chat box! (You'll have an opportunity to share your Wellness Council successes and ask questions once roll call is complete.)
 1. Agriculture
 2. Children's Services
 3. Commerce and Insurance
 4. Commission on Aging and Disability
 5. Correction
 6. Economic and Community Development
 7. Education
 8. Environment and Conservation
 9. Finance and Administration
 10. Financial Institutions
 11. General Services
 12. Health
 13. Human Resources
 14. Human Services
 15. Intellectual and Developmental Disabilities
 16. Labor and Workforce
 17. Mental Health and Substance Abuse Services
 18. Military
 19. Revenue
 20. Safety and Homeland Security
 21. TBI
 22. TennCare
 23. Tourist Development
 24. Transportation
 25. Tricor
 26. TWRA
 27. Veterans Services

- ...Thank you. Now, would anyone like to share?

Thank you all for attending today's webinar. Please reach out to your Regional Wellness Coordinator if you have any questions or would like to share ideas.