Wellbeing Talks August 2024

Liz Olsen, Manager, Employee Wellbeing

Agenda

- Overview of Employee Wellbeing at Maximus
- Finding the right support
- The Employee Assistance Program (EAP)
- Online resources
- Online resources with professional assistance
- Visit some sites
- Talk to someone
- Engage
- Where to get more information



"Even a healthy mental state requires maintenance"

Heather Winfield, Manager, Health Services, TX

X What is Employee Wellbeing at Maximus?

- Virtual Fitness
- Health coaching
- Wellbeing challenges
- Rewards for healthy actions

Enrolled in Anthem medical:*

- Health coaching and chronic condition support
- Telehealth for physical and behavioral care
- Family planning support with incentive
- Employer funding and incentives
- Preventive care
- 24/7 nurse line
- Virtual second opinion
 - Wellbeing platform
 - Wellness challenges
 - Support for family, culture, relationships
 - Fairs, onsite activities



- Mental health counseling
- Digital behavioral care
- Wellbeing education
- Mindfulness and meditation

Enrolled in Anthem medical:*

- Behavioral Healthcare support
- Telehealth for behavioral care
- Digital behavioral support

- Resources for planning and education
- Financial and Legal guidance
- Perks, savings
- Discounted daycare

X Finding the right level of support



Self-paced, digital tools

I'll see what's available and work at my own pace



Professional/peer support

I need some help identifying and achieving goals



One-on-one care

I need to talk to someone.

Employee Wellbeing program and resources

The Employee Assistance Program (EAP)

What is the EAP



Support and assistance for any life or work issue, challenge, or concern

- Free
- Confidential*
- 24/7 support
- Online resources
- Consultants to help you find the right resources
- One-on-one counseling that is shortterm and solutions-focused
- Webinars
- TELUS Community peer to peer

*Note: If there is indication of harm to self or others, the EAP consultant will notify the appropriate parties

Who can use the EAP



Maximus employees and anyone in the home may use the EAP*

- Employees and all members of their household, including spouses, domestic partners, dependents, roommates, other relatives
- TELUS Health has a crisis response page for the general public. Please visit: https://go.lifeworks.com/we-arehere-to-help

*The EAP is not available to temporary or contingent workers. They may be referred to the crisis response page above.

How do I reach the EAP



- Call 855.522.1310
- Chat online
- Visit login.lifeworks.com
 - Username: maximuseap
 - Password: maximus
- Personalize your login for access to assessments and Care Now digital support
- Find more information at MyWellness-Maximus.com on the Employee Assistance Page



NOTE!!! Anyone experiencing a life-threatening situation should call the appropriate emergency number:

- **Emergency services: 911**
- Suicide and Crisis Lifeline: 988



X Self-paced and/or online/digital tools

EAP TELUS Health

- Articles, videos, podcasts, assessments
- Live and on-demand webinars
- Financial and legal resources



Travel, dining in/out, fitness, more

Fidelity

- Financial planning and education
- Calculators, assessments, webinars







EAP TELUS Health

Care Now digital behavioral care

- Self-directed to make positive changes
- Work, mind, relationships, body, personal finances

Wellbeats

 On-demand, instructor-led fitness classes, including mindfulness and nutrition



 Mobile app, customized workout plan

headspace

 Mindfulness, meditation, sleep, focus Behavior Change

/irtual Fitness and

X Professional Assistance



- Work/life support
- Chat online with an EAP consultant
- Let them help you get to available resources



- Self-directed to make positive changes
- Work, mind, relationships, body, personal finances
- Webchat with a licensed mental health professional







TELUS Health

- TELUS Community peer to peer support
- Online chat with global community
- Monitored in real time for safety and escalation of services



- Mobile app, customized workout plan
- Webchat with an experienced fitness professional

Community Support

Virtual Fitness

X Talk to someone

EAP TELUS Health Licensed Counselor

- Short-term, solutions focused counseling
- No cap on how many times you use this resource, but it is meant to be short-term
- One-on-one sessions, in person or virtual
- Focus on mental health

Legal and financial counseling

- Talk to consultant
- Free 30-minute session with a counsellor



Talk with an advisor







Live**Health**®

Telephone coaching*

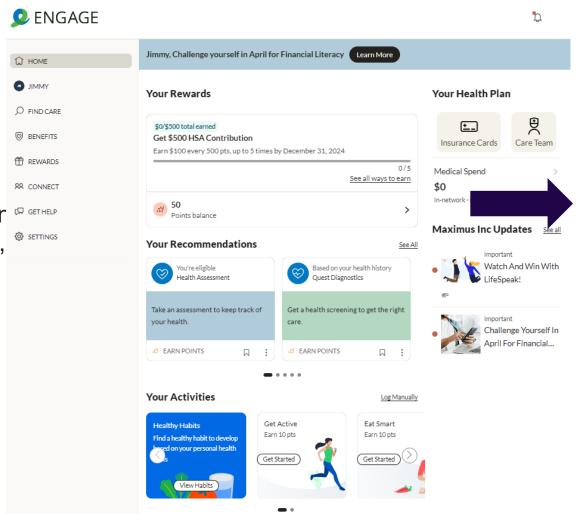
- Healthy Blood Pressure: Develop a personalized plan, receive a blood pressure cuff
- Healthy Weight: Create personalized nutrition and exercise plan and receive a connected scale
- Tobacco Free: Develop a plan to kick the habit for good. You can also receive nicotine replacement therapy products
- Note: For Anthem members, call Call 833-985-8464 or visit enroll.lark.com/well-beingcoach
- Monthly EAP webinars
- Monthly Wellbeing Talks
- Mental Health in the Workplace training for managers and employees

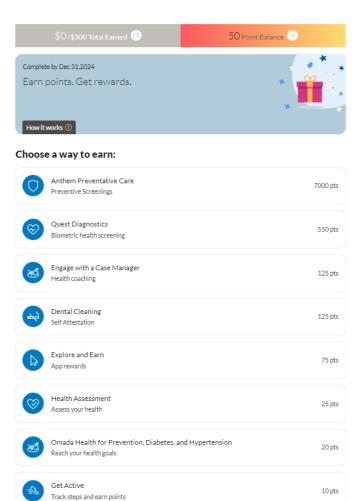
Counseling

X Engage – Your portal to wellbeing

Engage-Wellbeing.com

- Available to all employees
- You will see all of the wellbeing resources
- If you're enrolled in ar Anthem medical plan, you will see medical plan information and be able to earn rewards into your health plan account





More information

2024 Free Maximus wellbeing programs for all employees*

ENGAGE Portal to all wellbeing

resources

Engage-Wellbeing.com
Use your Employee ID
number to register

You can download your Anthem ID card from Engage

Wellness Incentives

- Earn points for healthy activities
- Not enrolled in Anthem -Redeem points each quarter for a chance to win prizes
- Enrolled in Anthem -Earn 2,500 points for the maximum incentive into your health plan account
 - Incentives are processed in \$50 increments once a threshold of 500 points is reached
 - Note: Allow 6 to 8 weeks for deposits to show in your HSA or HRA

EAP*

Employee Assistance Program (EAP) through Telus Health

Call: 855.522.1310 Maximus.com/EAP

- · Username: maximuseap
- Password: maximus
- Available to all employees and members of their household

Services

- 24/7 Support
- Free counseling
- Work/Life Support
- Management support
- Legal/Financial resources
- Assessments
- · Financial and legal advice

CareNow Digital Behavioral Care

LIFT Virtual Fitness

Employee Perks – save money on:

- Travel
- Dining In/Out
- Fitness
- Technology
- More

Live**Health**

Engage-Wellbeing.com

Visit with a health coach through a live video visit at no cost:*

- Healthy Blood Pressure Receive a blood pressure cuff
- Healthy Weight Receive a connected weight scale
- Tobacco Free Access to nicotine replacement products

LifeSpeak Inc.

maximus.lifespeak.com

- · Access ID: maximus
- Library of mental health content
- · Short videos
- Monthly live chat



Mindfulness/Meditation

work.headspace.com/maximus/join

Help with Stress, anxiety, sleep, focus, and more

- Meditations
- Workshops
- Activities



Financial Planning and Education

Netbenefits.com

- Retirement plan
- Calculators and assessments
- Articles
- Live and on-demand webinars and workshops
- Discounts on financial services

Virtual Fitness

 portal.wellbeats.com or download the app.

***** Wellbeats

- Username: employee ID
- · Password: maximus

Online, on-demand, instructor-lead fitness

- Every age, interest, ability
- Physical fitness
- Nutrition
- Mindfulness

For more information on wellbeing resources visit: MyWellness-Maximus.com or visit your personal wellbeing portal at Engage-Wellbeing.com or on the Engage mobile app.

Questions? Submit a Wellness ticket through the People Services Portal or email MyWellness@Maximus.com

*Note: LiveHealth Online coaching for Healthy Weight and Tobacco Free is available only to employees who are **not** enrolled in an Anthem medical plan. Anthem members will access health coaching through Anthem's Wellbeing Coach Total. LiveHealth Online Healthy Blood Pressure is available to all.

x Employee Wellbeing Talks – Proposed topics

3rd Friday, 1:00 – 2:00 p.m.

Visit MyWellness-Maximus.com or Maximus.com/Em ployees

Audience	Topic	Key special observances promoted by Wellbeing	Proposed date
All	Wellbeing program overview – Meeting employees where they are (start with Engage)	General awareness of wellbeing programs	January 19
Anthem-enrolled	Wellbeing Rewards – Roadmap to \$500 (emphasize programs that support heart health, earn points)	American Heart Month	February 16
All	Health and wellbeing coaching (cover programs for both audiences)	Sleep Awareness and Nutrition Awareness month	March 15
All	Financial wellbeing, possible Fidelity speaker	America Saves Week and Financial Capability Month	April 19
All	The EAP and behavioral care (cover programs for both audiences)	Mental Health AwarenessWomen's Health week	May 17
Anthem-enrolled	Wellbeing Coach Total digital app deep dive w/guest speaker from Anthem/Lark	Men's Health week	June 21
Anthem-enrolled	Support for chronic conditions (Omada, LHO, Sword, virtual second opinion)	General focus on chronic conditions	July 19
All	Free apps for physical and mental health (Headspace, Wellbeats, LifeSpeak, Lift)	General focus on activities during the summer	August 16
Anthem-enrolled	Building Healthy Families w/guest speaker from Anthem	Suicide Prevention month	September 20
All	The importance of preventive care	October – Breast Cancer Awareness	October 18
Anthem-enrolled	Omada for diabetes, hypertension, and prevention deep dive w/guest speaker from Omada	November – Diabetes Awareness	November 15
All	Mental health resources – seasonal stress	General awareness of stress around the holidays	December 20

Resources to support wellbeing - employees

Questions or need more information?

- Email MyWellness@Maximus.com
- Visit MyWellness-Maximus.com
- Visit: Engage-Wellbeing.com
- Visit: <u>maximus.com/employees</u> (CCO CSRs can access this site from work and outside of work)
- <u>Flier of wellbeing programs for all</u>
 <u>employees at MyWellness-Maximus.com</u>
- <u>Flier of wellbeing programs for Anthem</u> members on MyWellness-Maximus.com.

CCO Connections (this link can be accessed by CCO CSRs)

- Flier of wellbeing programs for all employees on CCO Connections
- <u>Flier of wellbeing programs for Anthem</u> members on CCO Connections

Webinars

- Regular live webinars just for Maximus employees. Visit
 MyWellness-Maximus.com for a schedule and registration.

 Note: CCO CSRs cannot access the wellness site, but CCO
 Communications includes upcoming webinars in CCO email communications.

 - Password: webinarmaximus
- Wellbeing Talks for all employees, every third Friday. Visit <u>MyWellness-Maximus.com</u> or <u>Maximus.com/Employees</u>.
 - Note: CCO CSRs can access schedule and recordings in the <u>Wellbeing Trainings and</u> <u>Webinarssection of maximus.com/employees</u>
- Mental Health in the Workplace training:
 - For Managers and HR at <u>MyWellness-Maximus.com</u>.
 - o For All Employees at MyWellness-Maximus.com.
- Note: Mental Health in the Workplace training: CCO CSRS cannot access the MyWellness site, but they can access the training directly on the MyLearning site:
 - MyLearning: Mental Health in the Workplace for Managers
 - MyLearning: Mental Health in the Workplace for all Employees

Communications

- Daily corporate update
- Engage messaging
- Wellbeing challenges
- Vendor messaging
- CCO Communications emails
- Onsite events
- MyWellness-Maximus.com Visit the Home Page for monthly updates on resources
- <u>Engage-Wellbeing.com</u> Check the Home Page for Maximus updates