



Wellbeing Talks January 2024

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Rewards

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Agenda

1. Wellbeing Talks
2. What is Employee Wellbeing?
3. Overview of Employee Wellbeing programs
4. Demo of Engage
5. Where to go for more information

What are Wellbeing Talks?

Wellbeing
Talks
are...



Webinars for all employees



Hosted by the Employee Wellbeing team and special guests



To learn about wellbeing resources and how to use them



An environment to ask questions



Designed to enhance the wellbeing of all employees

What is wellbeing?



How do you define wellbeing?

- It's not an easy question to answer
- A lot of articles written on how hard it is to define

Bottom line

- Wellbeing is more than the mere absence of disease
- Requires a holistic view

Dictionary definition:

Wellbeing: "The state of being comfortable, healthy, or happy."

What does wellbeing mean at Maximus:

The wellbeing program at Maximus is designed to help employees build resiliency, provide support to cope with daily challenges, and provide options to take action when needed to meet challenges that impact our ability to be comfortable, healthy, or happy.

The background of the slide is a solid medium purple color. Overlaid on this background are several large, dark purple geometric shapes that form a stylized 'X' or cross pattern. The shapes are composed of triangles and quadrilaterals, creating a dynamic and modern aesthetic. The text 'Employee Wellbeing Program' is centered horizontally and vertically in a clean, white, sans-serif font.

Employee Wellbeing Program

X Employee Wellbeing Universe

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

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



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

Enrolled in Anthem medical:*

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

- Wellbeing platform
- Wellness challenges
- Support for family, culture, relationships
- Fairs, onsite activities

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

*Refer to the 2024 Benefits Guide for more information. The Benefits Guide can be found on [My.Maximus.com/Benefits](https://my.maximus.com/benefits)



Finding the right support

Finding the right level of support



Self-paced, digital tools

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



Professional assistance

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 short-term and solutions-focused
- Webinars

*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 (formerly LifeWorks) has a crisis response page for the general public. Please visit: <https://go.lifeworks.com/we-are-here-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

Self-paced and/or online/digital tools

Available to all employees

Online / Education

EAP  Health

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

Employee Perks to save money

- Travel, dining in/out, fitness, more

LifeSpeak Inc.

- Library of bite-sized wellbeing content
- Short, 3-5 minute videos
- Articles, quizzes, tip sheets



- Financial planning and education
- Calculators, assessments, webinars



Behavior Change

EAP  Health

Care Now digital behavioral care

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



Virtual Fitness and Mindfulness

◆ Wellbeats

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

◆ **LIFT** EAP  Health
Fitness

- Mobile app, customized workout plan

● **headspace**

- Mindfulness, meditation, sleep, focus

Anthem Programs

Anthem 

Coaching support includes:

- 24/7 access to a digital coach through text chat
- Support for losing weight, quitting tobacco, nutrition and meal planning, mindfulness, and activity tracking and recommendations



- Digital tools to help develop resilience, reduce stress, or practice mindfulness.

Behavior Change



maximus

Professional Assistance

Available to all employees

Online / Education

EAP 

- Work/life support
- Chat online with an EAP consultant

LifeSpeak Inc.

- Library of bite-sized wellbeing content
- Short, 3-5 minute videos
- Articles, quizzes, tip sheets
- Monthly live webchat sessions on different wellbeing topics

◆ **LIFT**

Fitness

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

EAP 

Care Now digital behavioral care

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

Virtual Fitness

Behavior Change



Anthem Programs

Prevention

 **omada**

- Lifestyle change program to reduce risk of Type 2 diabetes and hypertension
- Enrollment eligibility is determined by health factors
- Online coaching, Bluetooth scale

 **sword**

Digital Physical Therapy through LiveHealth Online

- From the comfort of your own home through a combination of guidance from a physical therapist and easy-to-use technology
- Two programs: healthy back and joints and women's pelvic floor health

Condition Management

Talk to someone

Available to all employees

Counseling

EAP 

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

LiveHealth
ONLINE

Telephone coaching

- Weight, blood pressure, tobacco cessation
- Connected devices as appropriate, nicotine replacement products

Behavior Change



Anthem Programs

Mental Health Support

LiveHealth
ONLINE

- Virtual care for medical or behavioral health
- Connect with a board-certified provider via video chat or phone
- No cost to member in 2024

Anthem 

Anthem Behavioral Health Care Center

- Understand your coverage and navigate the behavioral healthcare system

LiveHealth
ONLINE

Healthy Blood Pressure

- Telephone coaching w/blood pressure device
- Helps you make small changes to lower your blood pressure

Behavior Change

Anthem 

Wellbeing Coach Total:

- Telephone coaching (can be used with digital)
- Support for losing weight, quitting tobacco, nutrition and meal planning, mindfulness, and Activity tracking and recommendations

Additional Anthem wellbeing resources



Wellbeing Rewards

- Earn up to \$500 into your health plan account by participating in activities throughout the year to support better health and build strong, healthy habits.
- Must be registered for Engage

Building Healthy Families

- Support to help your family grow strong
- Trying to conceive, expecting a child, or raising children
- Earn \$250 if you enroll in the first trimester and complete the program or earn \$125 if you enroll in the 2nd trimester and complete the program



Quest Biometric Screening

- Free annual biometric health screening (employees only)



Virtual medical second opinion

- Get help understanding a diagnosis or treatment options, or finding a doctor or hospital



Engage – Your portal to wellbeing

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 an Anthem medical plan, you will see medical plan information and be able to earn rewards into your health plan account

The screenshot displays the Engage Wellbeing portal for a user named Jimmy. The interface is divided into several sections:

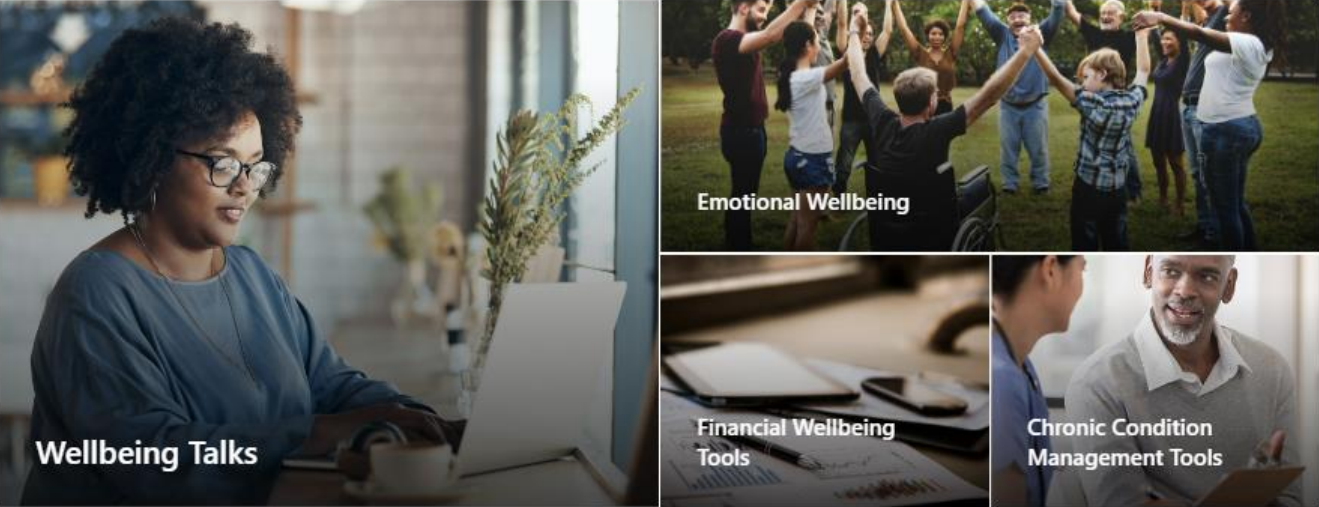
- Header:** "ENGAGE" logo and user name "Jimmy, Join monthly Wellbeing Talks" with a "Learn More" button.
- Navigation Menu:** HOME, JIMMY, FIND CARE, BENEFITS, REWARDS, CONNECT, GET HELP, NOTIFICATIONS, SETTINGS.
- Your Rewards:** "MY ACTIVITIES" section showing "Progress \$0 / \$500" and "Point Balance 50 pts". A "See rewards" button is present.
- Your Health Plan:** "Insurance Cards" and "Care Team" buttons. "Medical Spend" is shown as "\$0" with "In-network - Deductible phase" and an "Updating" indicator.
- Your Recommendations:** Two cards: "You're eligible Health Assessment" (Take an assessment to keep track of your health) and "Based on your health history Quest Diagnostics" (Get a health screening to get the right care). Both cards have "EARN POINTS" and "See all" links.
- Your Activities:** "Healthy Habits" card (Find a healthy habit to develop based on your personal health goals) and two activity cards: "Get Active Earn 10 pts" and "Eat Smart Earn 10 pts", both with "Get Started" buttons.
- Maximus Inc Updates:** "Important Join Monthly Wellbeing Talks" and "Important New Coaching - Wellbeing Coach...".
- Choose a way to earn:** A list of activities with point values: Anthem Preventative Care Preventive Screenings (14000 pts), Well-being Coach Total Well-being Coach Total (2000 pts), Quest Diagnostics Biometric health screening (1100 pts), Calls with an Anthem Nurse Health coaching (250 pts), Dental Cleaning Self Attestation (250 pts), Explore and Earn App rewards (50 pts), Health Assessment Assess your health (50 pts), Eat Smart Track meals and earn points (10 pts).
- Summary:** "\$0 / \$500 Total Earned" and "80 Point Balance". A banner for "Complete by Dec 31, 2024" says "Earn points. Get rewards." with a "How it works" link.

More information

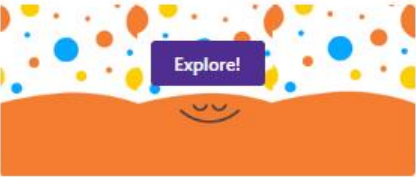
MyWellness-Maximus.com

[Mywellness-Maximus.com](https://mywellness-maximus.com)

Explore our wellness tools and start your journey to a healthier and happier YOU!



-  Employee Assistance Program
-  LiveHealth Online
-  Engage Wellbeing
-  Anthem Health Guide



Remember to give yourself time to reset and breathe - small steps make a big difference. Try a 60-second mini-meditation on Headspace. Or, just give yourself a breather. Breathe in for three seconds, hold for four seconds, breathe out for seven seconds.



Take a [Wellbeats](#) Class or enroll in a 4-week program, like Give me a Work Break. This program includes short exercises and mindfulness techniques to boost energy and focus.

Maximus.com/Employees

[Maximus.com/Employees](https://www.maximus.com/Employees)

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Employee Resources

Information and resources for current, future, and past employees. SSO or VPN access may be required to access current employee resources.

[Home](#) \ [Employee Home](#)

2024 Wellbeing Information

- Free resources for employees enrolled in Anthem
- Free resources for all employees
- The Employee Assistance Program (EAP)
- Wellbeing trainings and webinars

Questions?

- Submit a Wellness ticket through the People Services Portal
- Email MyWellness@Maximus.com