

# 2020-2021 Benefits

## Additional Resources



### “ Did you know? ”

You have access to an array of resources and benefits right now, provided at no cost to you!

#### Employee Assistance Program (EAP)

Whether your challenges in life are big or small, the EAP can help. Your personal advocate will work with you and your family members to help resolve issues, connect with mental health professionals, find helpful resources in your community and more. The EAP provides a variety of benefits to help when you need it most:

- Five (5) face-to-face counseling sessions (per year, per person, per issue)
- Free consultations with legal, financial and identify theft specialists
- Resources and referrals for childcare, eldercare and pet care
- Access to educational materials and interactive tools for health, wellness, work/life balance and stress management

Get help when you need it by logging in at [mycigna.com](https://mycigna.com) or calling 877.622.4327.

#### Health Coaching

Whether or not you are enrolled in a [redacted] medical plan, a personal health coach is available to you every Tuesday and Thursday. Whatever your goals, health coaching helps guide you to take strategic steps to improve your health and quality of life. Schedule your coaching session by calling [redacted] or emailing [redacted]@cigna.com.

#### Volunteer Time

Giving back is important to us at [redacted] – it is part of who we are and an important part of our culture. You can take time off in two-hour increments, during your normal work schedule, to volunteer at the charity of your choice with up to 16 hours of paid time off. For full details, visit the document library at [redacted].com.

#### Student Debt Repayment

[redacted] has partnered with Peanut Butter to help our employees tackle student debt. Employees who have been with [redacted] for six months, earn less than \$60,000 per year and have student loans incurred for a bachelor program can receive a company contribution of \$50 per month toward paying off your student debt, plus access to counseling services and other tools. If you haven't received an invitation to this program or have any questions, email [support@peanutbutter.com](mailto:support@peanutbutter.com) or call 800.913.6651 (option 1).

#### Are You Saving Enough for Retirement?

Now is a great time to review your 401(k) contributions. Eligible employees over age 21 may make contributions of 1% to 92% of their pay, up to the annual IRS maximum of \$19,500 (with an additional \$6,500 available if you are age 50 or older). [redacted] will match 50% of the first 6% of each paycheck contribution. Detailed information is available at [redacted].com.

#### Military and Veteran Resources

We're grateful for the sacrifices our military men and women make to protect our freedom. At [redacted] we especially appreciate our team members who serve or have served. Military and veteran resources available to you as an employee of [redacted] include Military Onesource, Veteran's Crisis Line, Vets4Warriors, Give an Hour, Cigna Veteran Support Line and the employee assistance program (EAP). Details about all of these programs can be found at [redacted].com.

# Open Enrollment is Coming Soon!

## Elect your 2020 – 2021 benefits May 18 – 29.

This is your once-a-year opportunity to make changes to your benefits without a qualifying life event. During this Open Enrollment period, you can:

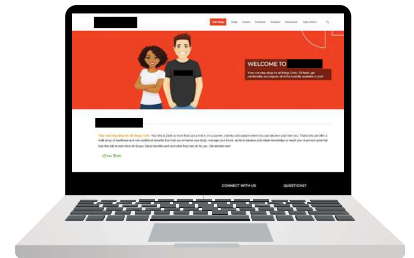
- Add, cancel or change your coverage
- Add or remove eligible family members
- Enroll or re-enroll in health care and/or dependent care flexible spending accounts

If you don't take action during Open Enrollment, your current benefits will roll over into the next plan year, with the exception of health savings account (HSA) and flexible spending account (FSA) elections. These contributions do not automatically carry over. You can change HSA contributions at any time, but can only make FSA elections during Open Enrollment.

### Learn More

Attend an Open Enrollment meeting/webinar to get details about your options and ask questions. Meetings/webinars will be held April 21<sup>st</sup> and April 22<sup>nd</sup>. Stay tuned for more information.

Your one-stop-shop for all your benefit details, right at your fingertips. Just visit [\[redacted\].com](#) to access coverage summaries, plan documents, contacts, helpful resources and more.



Take a peek inside for additional resources you can use right now!

