

Healthy You. Healthy Huber.

A partnership for total well-being



Your Mental Health Matters



A Message from Laura Lee Gentry, Chief People Officer, J.M. Huber Corporation

Dear colleagues,

Your emotional well-being is an important part of your overall health. That's why Huber invests in a wide range of programs and services to support your emotional and mental health. It's a part of our **"Healthy You. Healthy Huber."** commitment.

We want to equip you with impactful and easily accessible tools and resources to help you feel supported. This newsletter describes what is available to you and your loved ones to aid in your well-being. Many of these programs are available at no cost and are designed in partnership with our carriers to meet your needs.

Your emotional well-being is connected to your physical well-being. This newsletter includes Healthy Huber wellness reminders so you can see how we reward you for investing in your physical health.

We are dedicated to supporting you and hope that this is helpful information!

All my best,

A handwritten signature in black ink, appearing to read "Laura Lee".

Scan this QR code
to watch a short
video about all of the
resources available
to you through Lyra!



**May is Mental Health
Awareness Month!** Taking
time for your emotional and
mental health is critical.

Read on to learn more. 



Your Guide to Emotional Well-Being Support



Lyra Total Well-Being

Lyra is the first place to turn to for your emotional well-being needs. Lyra offers robust resources for you and your household members to help create a healthier, more balanced life. Register today and enjoy an on-demand library of videos, articles, and soundscapes for managing stress, improving sleep, parenting support, and more. **You and your household members** each have access to eight confidential therapy or coaching sessions per year, with in-person or virtual options available. Lyra is also covered under our Aetna medical plans, meaning enrolled members can continue care beyond the eight free sessions if they have health insurance through Huber. You can access Lyra's services 24/7, 365 days a year, by reaching out to their dedicated Care Navigator Team. To get started on your journey to improved well-being, simply call **1-833-597-2384**, visit huber.lyrahealth.com, or download the Lyra Health mobile app to get started.

Put Your Wellness First: A Guide to Personalized Self-Care

Join your Huber colleagues for this interactive workshop with Lyra that will provide clinically-informed guidance to help you craft a realistic and personalized self-care plan that meets your needs and aligns with your values.

Date: 1 - 2 p.m. EST, Monday, May 12

Join via Zoom: <https://huber.zoom.us/j/89262258480?pwd=AsjLJHocjlxBNsRw7aFM9t9wDHmOsF.1>

Join the Minding Your Mental Health public webinar on Tuesday, May 13! To sign up for the event, log into your Lyra account at care.lyrahealth.com. After logging in, you can find live events under the "Library" tab.

A few more mental health workshops to be aware of are:

- Mental Health 101
- Thriving: The Science of the Good Life
- Staying Afloat: Stress Management Basics



Teletherapy through Aetna

Aetna's wide network of health care providers offers you many in-network options for seeing a psychologist, psychiatrist, or licensed therapist. You can also see your preferred mental health professional virtually for support. Virtual appointments are billed similarly to in-person visits. To get started, log in to your aetna.com portal to search for providers who meet your criteria, or call **1-866-276-1820**.



Teladoc

If you are interested in speaking to a licensed therapist or psychiatrist by phone or video right from the comfort of your own home, Teladoc may be the right fit for you. You can get support to help you manage a wide range of issues such as stress, anxiety, marital issues, depression, and more. Through Teladoc, you can meet with a therapist or psychiatrist from wherever you are, seven days a week, between 7 a.m. and 9 p.m. in your local time zone.

The costs are:

- \$90 or less per therapist visit
- \$215 or less per first psychiatrist visit
- \$100 or less per ongoing psychiatrist visit

Teladoc also offers adolescent mental health care for teens ages 13 to 17 (with prior consent from a parent or guardian). Visit teladoc.com/Aetna to set up your account or log in. You can also download the **Teladoc app** on the Apple App Store or Google Play, or call **1-855-TELADOC (835-2362)**.



Pelago

Did you know: 4 out of 10 U.S. adult workers 18 and older misuse substances or suffer from a substance use disorder (which includes alcohol, nicotine and opioids)? Pelago can help you and/or your eligible dependents reduce or quit smoking, vaping, or chewing, cut back on alcohol, quit drinking entirely, or overcome opioid dependence*. Pelago provides confidential, one-on-one support from an experienced and qualified care team of coaches, counselors, nurse practitioners, physicians, and researchers who are ready to support you. If you are enrolled in a Huber medical plan, Pelago is available to you at no cost.

You can register by scanning the QR code below, visiting pelago.health/huber, or by downloading the **Pelago app** on the Apple App Store or Google Play. You may also schedule a call with a member of our Care Team to create your personalized care plan by calling **1-877-349-7755**.



**If you complete a tobacco cessation course through Pelago, you can submit the "Completion of Tobacco Cessation Program" life status event in Compass to receive the wellness credit moving forward. This applies only if the physical exam has also been completed.*

If you need specialized or long-term mental health or substance abuse care or support, both outpatient and inpatient benefits are available through your Huber medical plan. To connect to the right support, talk to your primary care doctor or call Aetna’s customer service number on the back of your medical ID card.

Know Where to Go When You Need Help

Do you ...	Lyra	Aetna Medical	Aetna Teletherapy	Teladoc	Pelago
Need help dealing with a stressful situation?	Yes – for short-term support	Yes – for more specialized, long-term support	Yes – for short-term support	Yes – for short-term support	No
Want to schedule a phone or video therapy session?	Yes	Possibly – but for specialized, long-term support only	Yes	Yes	Yes – for substance use or abuse only
Want to visit with a therapist in-person?	Yes	Yes	No	No	No
Need help for substance use or abuse?	Yes	Yes	No	No	Yes
Have an ongoing condition like depression or substance abuse and need inpatient care?	Yes	Yes	No	No	No
Need specialized support for your child who has a behavioral health issue?	Yes	Yes	No	No	No



Healthy You. Healthy Huber.

Get Rewarded Through Our Healthy Huber Initiative!

We want to support and reward you for taking actions towards good health. We provide several wellness programs as part of our Healthy Huber Initiative to help you achieve your wellness goals and help you earn and save money along the way!



Aetna Health Your Way

If you are enrolled in a Huber medical plan, you (and your covered spouse) can each earn up to **\$50 in gift cards** for completing wellness activities such as getting an annual physical, preventive screenings, vaccinations, and more! Your rewards are tracked in hearts, and 100 hearts are equal to one dollar. For more details about Aetna's incentive-based wellness activities, you can call **1-866-276-1820** or visit the Aetna website.

Review the **Aetna Health Your Way presentation** to learn how to earn hearts and redeem your gift cards. The instructions for redeeming gift cards are the same for covered employees and covered spouses.

Along with the rewards, Aetna Health Your Way offers a digital health platform to help you achieve your best health in a whole new way. You'll receive personalized resources and challenges to keep you on track as you work towards your wellness goals. Simply sign in at **aetna.com** and select "Aetna Health Your Way" under Well-being resources, or download the MyActiveHealth Wellness app from the Apple App Store or Google Play.



Voya Voluntary Wellness Benefit

If you are enrolled in Critical Illness, Accident, or Hospital Indemnity Insurance through Voya, you can earn rewards by completing health screening tests. Covered employees and their spouses can each earn up to **\$50 in cash rewards** annually. Covered children can each earn up to **\$25 in cash rewards** (with a maximum of \$100 for all covered children in a calendar year).

Important: To submit a claim, visit **hubervoluntarybenefits.com**.

Boost your self-care routine!

- Increase your water intake and stay hydrated
- Exercise or try a new hobby
- Talk with a loved one
- Go for a walk around your neighborhood
- Volunteer in an organization that you are passionate about
- Create a gratitude journal
- Listen to your favorite music
- Learn new recipes to try in your kitchen



2026 Wellness Credits

Don't miss your opportunity to earn the Annual Wellness Credit, and lower your 2026 bi-weekly medical contributions.

To earn the Wellness Credit for the 2026 plan year,

1. You and your covered spouse must each complete an annual physical* between September 1, 2024, and August 31, 2025, and
2. You must complete the tobacco/nicotine-free attestation during the 2026 Annual Enrollment period in the fall of 2025.

Learn more on the **Huber Benefits Hub**.

*To receive credit for your annual physical exam, your physician (i.e., provider of service) must submit the claim to Aetna as a **"preventive physical health exam"**, which has specific billing codes for this service. When requesting your appointment, be sure to schedule your exam **as a preventive physical health exam**, meaning that you are healthy and not sick or experiencing any health symptoms. Any other preventive exams, such as well woman's exams or biometric screenings, will not be accepted; only an annual preventive physical health exam will count toward the Annual Wellness Credit. If your annual physical exam **is not coded using the appropriate specific billing codes, you will not** be recognized as completing the annual physical exam requirement and **will not** qualify to receive the Annual Wellness Credit. If the billing codes are not reflected accurately, contact your physician to have this corrected and re-sent to Aetna.

Learn more about the mental health resources available to you at **mybenefits.huber.com** or scan this QR code!

