

Healthy You. Healthy Huber.

A partnership for total well-being



Your Well-Being, Our Priority



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

Hello fellow Huber employees,

I hope your spring is off to a great start! At Huber, we're committed to supporting your overall physical, emotional, and mental well-being. Each of these play an important role in helping you feel your best, both at work and at home.

We make it simple to find impactful, 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 offered in partnership with Anthem – so you can enjoy greater savings, seamless access to trusted providers, and consistently high-quality care. Because emotional and physical health are closely connected, you'll also find Healthy Huber wellness reminders that show how we reward you for investing in your physical health.

Additionally, keep a lookout for Lyra's webinar on *Soaring Past Setbacks: Strategies for Building Resilience* which will take place on Tuesday, May 12 at 2 p.m. EDT.

Thank you for all you do each day to contribute to our caring culture!

All my best,

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



Read on to learn more. >



Your Guide to Emotional Well-Being Support



Lyra Total Well-Being

Lyra is the first place to confidentially turn to for your emotional well-being needs at anytime, anywhere. Register for **free** today and get access to an on-demand library of videos, articles, and soundscapes for managing stress, improving sleep, parenting support, and more! If you or a household member (including children) could use extra support, Lyra can connect you with one-on-one support from a licensed mental health professional to help with:

- **Sleep changes** (sleeping more than usual, trouble falling or staying asleep)
- **Ongoing mood changes** (feeling irritable, low, or unlike yourself)
- **Trouble focusing** at work or at home
- **Frequent sadness or worry** that feels hard to manage
- **Withdrawing from others** (avoiding friends, family, or activities you usually enjoy)
- **Physical stress signals** (muscle tension, headaches, appetite changes)
- **Reducing the use of alcohol or other substances to cope** with stress or emotions

You and your household members each have **eight free confidential therapy or coaching sessions**, either in-person or virtually. Lyra is also covered under our Anthem network, meaning enrolled medical members can continue care with the same therapist or coach as an in-network provider beyond the eight free sessions.

You can use 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, download the **Lyra Health** mobile app, visit huber.lyrahealth.com, or call **1-833-597-2384**.

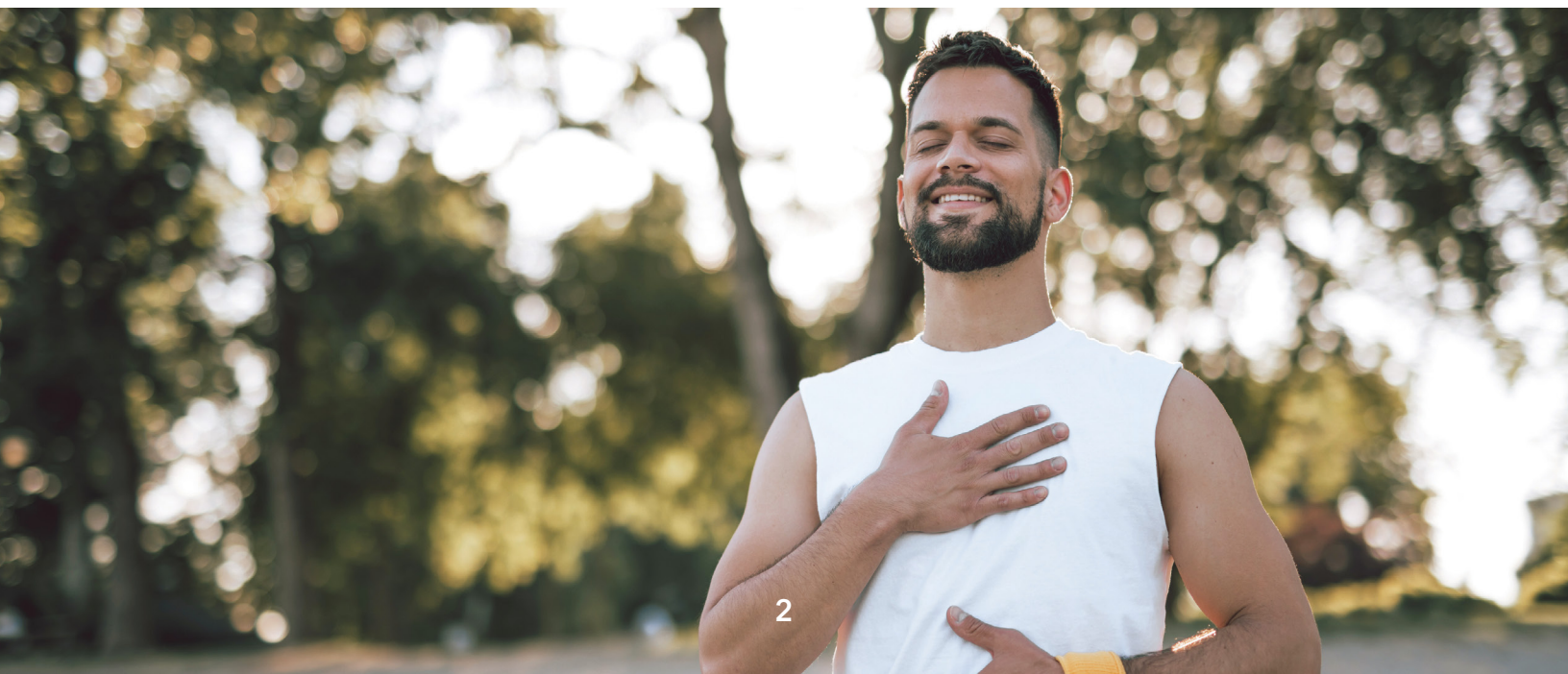
Coming Soon! Neurodiversity Center of Excellence

Lyra's Neurodiversity Navigators can help you assess your needs and connect you with specialized providers and personalized care that truly fit individuals across the spectrum of neurodiverse conditions – such as ADHD, autism, OCD, dyslexia, and more. Further details will be provided in the coming months.

Upcoming Webinar! Soaring Past Setbacks: Strategies for Building Resilience

Huber is hosting a Lyra led webinar on **Tuesday, May 12 at 2 p.m. EDT** that teaches a four-step S.O.A.R. approach to overcoming setbacks. You'll learn how to adapt after life disruptions, tap the right resources, and protect your mental well-being, turning obstacles into stepping stones for a stronger you.

Join via zoom: <https://huber.zoom.us/j/85869468533?pwd=yEjkBUbjh09MJJaUigaT1Rs5h5gKZB.1>



Anthem Virtual Care for You

Get started today! Download the **Sydney Health app** (from Apple's App Store or Google's Play Store).



LiveHealth Online

LiveHealth Online offers **unlimited, no cost, confidential virtual sessions*** with licensed

therapists and psychiatrists by phone or video. You can meet with a provider from wherever you are seven days a week, between 7 a.m. and 9 p.m. in your local time zone. These virtual appointments are designed to make it easier to get support when you need it, with access to ongoing care and follow-ups based on your needs.

You might consider a therapy or psychiatry visit for help with:

- Stress, anxiety, or depression
- Relationship concerns
- Parenting or family challenges
- Grief or loss
- And more

Visit livehealthonline.com, or access through the **Sydney Health** app.

**Unlimited virtual sessions with LiveHealth Online does not impact your eight free sessions with Lyra.*



Pelago Substance Abuse Management

Did you know: 2 out of 10 U.S. adult workers age 18 and older misuse substances or suffer from a substance use disorder (which includes alcohol, nicotine, and pain medication)? Pelago can help you and/or your eligible dependents reduce or quit smoking, vaping, or chewing tobacco, cut back on alcohol, quit drinking entirely, or overcome pain medication 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 visiting pelago.health/huber or by downloading the **Pelago** app. You may also schedule a call with a member of the Pelago 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 BenefitsGO to receive the wellness credit moving forward. This applies only if the physical exam has also been completed.*



Behavioral Health

Anthem'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 convenient care at home at the same price as an in-person visit. To find a local mental health professional who offers virtual appointments, visit the **Sydney Health** app, log into your anthem.com portal to search for providers who meet your criteria, or **call Anthem** at **1-844-614-3094**.

Know Where to Go When You Need Help

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 Anthem’s customer service number.

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

Note: The Lyra Total Well-Being benefit is available to all Huber employees and family members (no enrollment necessary); all other support is available to employees and family members enrolled in a Huber medical plan.

*Carrum Health provides access to a variety of services including surgical care, cancer care, pain management, and substance use disorders. Their patient care team acts as clinical care navigators, providing ongoing support and resources through your treatment journey.



Turn Healthy Habits into Rewards with Healthy Huber

We want to support and reward you for taking actions toward 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!



2027 Wellness Credits

Don't miss your opportunity to earn the Annual Wellness Credit and lower your 2027 bi-weekly medical contributions.

To earn the Wellness Credit for the 2027 plan year,

1. You and your covered spouse must each complete an annual physical* between September 1, 2025, and August 31, 2026**, and
2. You must complete the tobacco/nicotine-free attestation during the 2027 Annual Enrollment period in the fall of 2026.

Did you complete the Annual Preventive Physical Exam wellness credit qualifier?

You and your covered spouse can now check your annual physical completion status for the 2027 Annual Enrollment later this fall by logging into your **BenefitsGO** account and selecting the "Benefits Center" button under Additional Links or at the top right corner of the homepage.

**To receive credit for your annual physical exam, your physician (i.e., provider of service) must submit the claim to Anthem 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 Anthem.*

***Virtual annual preventive physical exams can be completed through LiveHealth Online at no cost!*

COMING SOON! Catapult by Teladoc

Catapult's at-home kit makes completing an annual preventive physical exam as simple as can be! Taking your blood pressure and BMI measurements and providing a small blood sample is easy and nearly painless. Through a live video consult with a nurse practitioner, your test results are reviewed, health risks are discussed, and a personal action plan is delivered.



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

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



May is Mental Health Awareness Month!

Huber offers various emotional well-being benefits to support you and your family members' mental health and total well-being.

> **Explore inside to learn more!**



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Support Anywhere, Anytime.
Check out mybenefits.huber.com to learn more about the well-being resources available to you!

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