

YOUR MENTAL HEALTH MATTERS

 The Minnesota Star Tribune

Benefits & Resources Available to You

At The Minnesota Star Tribune, we understand that mental health is just as important as physical health. We are committed to supporting your well-being by providing a range of mental health benefits and resources. Whether you're dealing with stress, anxiety, or any other mental health concern, we have resources available to help you navigate these challenges. This flyer outlines the various mental health benefits and resources you can access, who is eligible, and how to make the most of them.

Overview of Mental Health Benefits Available at The Minnesota Star Tribune

- Emotional Wellbeing Solutions (EAP) through Optum
- AbleTo +
- Calm Health
- Talkspace
- Dario
- Medical insurance coverage through UMR and Surest

Emotional Wellbeing Solutions (EAP) through Optum

- **What is Emotional Wellbeing Solutions (EAP):** This program is available 24/7 to speak with an Emotional Wellbeing Specialist who will listen to your needs and connect you with resources that can help. One of the services offered by the Emotional Wellbeing Solutions program is counseling. You and each of your family members may attend five (5) counseling sessions for each problem per year at no cost in person or virtually.
- **Who is eligible:** All employees, spouses, and children. You do not need to be enrolled in a medical plan.
- **How to access this benefit:** Please visit liveandworkwell.com to get started and click "Browse with an access code." The access code is **StarTrib** or call 866.248.4096.
- **Cost:** Emotional Wellbeing Solutions (EAP) through Optum is available at no cost to all employees.
- **When to use this resource:** The Emotional Wellbeing Solutions (EAP) through Optum is a good benefit to utilize if you are seeking help with stress, anxiety, depression, relationship problems, workplace conflicts, or family issues. You can seek support for any kind of issue, from everyday matters to more serious problems affecting your wellbeing. The EAP also offers resources for legal, financial, caregiving, and all types of everyday matters.

SUPPORT FOR EVERYDAY LIFE

To learn more, scan the QR code or click to visit liveandworkwell.com.



AbleTo+

- **What is AbleTo +:** This program is a digital 8-week program to help build coping skills through a tailored plan with the support of a dedicated coach that is accessible via a mobile app or website. AbleTo + offers 1:1 behavioral coaching, digital activities to practice your skills between coaching sessions, and 24/7 access to self-care tools.
- **Who is eligible:** Employees and spouses enrolled in the UMR (HSA or PPO) medical plan over the age of 18.
- **How to access this benefit:** Please visit ableto.com/umr to get started. You will be directed to complete a short questionnaire about your emotional health and verify your eligibility. AbleTo will then begin creating your personalized program to help you feel better.

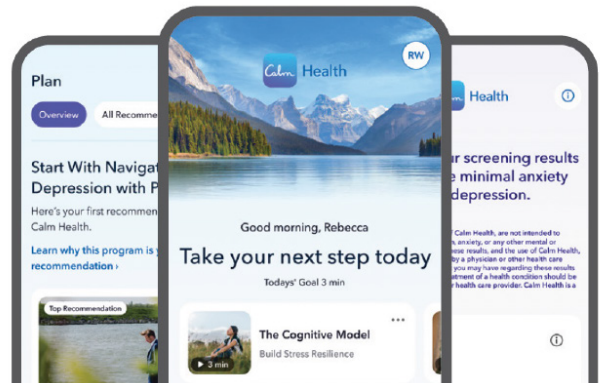
To learn more, scan the QR code or click to visit www.ableto.com/health-plan/.



- **Cost:** AbleTo + is available at no cost to eligible employees and spouses.
- **When to use this resource:** This program is a good benefit to utilize if you would like help managing symptoms of depression, stress, or anxiety and want to learn coping tools to make each day more manageable. You will learn how to manage stress and feel more in control, change negative thoughts, improve your mood, maintain better boundaries, build health habits, and set achievable goals.

Calm Health

- **What is Calm Health:** The Calm Health app provides programs and tools to help support your mental health and wellbeing — at your own pace. It brings you a library of support designed to help you learn techniques to improve wellbeing, work toward goals, and support your mind and body.
- **Who is eligible:** Employees, spouses, and dependent children enrolled in the Surest medical plan.
- **How to access this benefit:** Please visit app.calmhealth.com to get started, or scan the QR code below. You will be directed to set up your account and take a short mental health screening. Calm Health will then suggest certain programs based on your wellbeing journey.



To learn more, scan the QR code or click to visit app.calmhealth.com.



- **Cost:** Calm Health is available at no cost to all eligible employees, spouses, and dependent children.
- **When to use this resource:** Calm Health is a good benefit to utilize if you want to manage and support your mental health at your own pace. Once you have set up your account, programs will be recommended to you to complete at your own pace. You are able to set your own goals and track your progress along the way.

Talkspace

- **What is Talkspace:** Talkspace is an online therapy service that connects users with licensed therapists through private messaging or live sessions. You are able to access Talkspace anytime, anywhere, and you can begin therapy within hours of being matched with a provider. You can message your provider whenever, no appointment necessary.
- **Who is eligible:** All employees, spouses, and children. You do not need to be enrolled in a medical plan.
- **How to access this benefit:** To get started, call Emotional Wellbeing Solutions (EAP) through Optum at 866.248.4096 to obtain an authorization code prior to registering. Once you have an authorization code, please visit talkspace.com/connect to begin using this benefit. You will begin by taking a brief assessment and then receive your personalized match to a provider.
- **Cost:** Talkspace is available at no cost to all employees, spouses, and children at no cost so long as you obtain an authorization code from Optum. Please note, If you access through talkspace.com and don't get the EAP access code, it will go through your health insurance mental health benefits. If you are on a UMR health plan, it will look like a deductible and coinsurance. If you are on a Surest plan, it will be a \$25 copay home/office visit and \$140 outpatient.
- **When to use this resource:** Talkspace is a good benefit to utilize when you are looking to connect with a therapist virtually. Talkspace aims to make mental health support accessible and convenient, especially for those who may have difficulty accessing traditional in-person therapy due to location, schedule, or personal preferences.

Dario

- **What is Dario:** One of the many solutions that Dario offers is behavioral and mental health resources. Dario's clinically intelligent platform analyzes the unique needs of each person, providing the right intervention at the right time. Dario offers educational content, digital self-guided programs, coaching from certified health coaches via chat or video, and access to clinical experts such as psychiatrists, marital/family specialists and more.
- **Who is eligible:** All employees, spouses, and adult dependents enrolled in the UMR or Surest medical plans.
- **How to access this benefit:** Please visit go.mydario.com/flyer/startribune or call 833.708.3061 to get started with Dario. Once enrolled, Dario will contact you to welcome you to the program and answer any questions you may have.
- **Cost:** Dario is available at no cost to eligible employees and spouses.
- **When to use this resource:** Dario is a good benefit to utilize if you are seeking help with stress, anxiety, wellness, sleep, self-care, relationships, or work-life balance. If you're interested in exploring any of these topics but aren't sure where to start, Dario offers easy navigation through a single access point.



Medical Insurance Coverage through UMR and Surest

- **What are my benefits:** In-person and virtual mental health visit benefits are included in any of The Minnesota Star Tribune's medical plans. You can see licensed mental health professionals, such as therapists, psychologists, and psychiatrists. These visits are covered under your medical plan, subject to copayments, deductibles, and any specific plan limits.
- **Who is eligible:** Employees, spouses, and dependent children enrolled in the UMR (HSA or PPO) or Surest medical plans.
- **How to access this benefit:** To get started, visit umr.com and click "find a provider" at the top of the page, or join.surest.com/startribune and use the code startribune2025.
- **Cost:** The cost for these benefits varies depending on which medical plan you are enrolled in. If you are on a UMR health plan, it will look like a deductible and coinsurance. If you are on a Surest plan, it will be a \$25 copay home/office visit and \$140 outpatient.
- **When to use this resource:** If you are enrolled in a medical plan through The Minnesota Star Tribune and do not feel that the other mental health benefits shown on this flyer meet your needs, you may want to consider using your medical benefits to seek out your own providers that can help meet your specific questions and needs.

PLEASE NOTE that none of these benefits are a crisis or hotline service. If you are in an emergency or life-threatening situation, call 911. Another emergency resource is the National Suicide Prevention Lifeline & Crisis Lifeline — call 988 or 1.800.273.TALK or visit 988lifeline.org

PLEASE
NOTE

CONFIDENTIALITY: We understand that privacy is crucial when it comes to mental health. Rest assured, any use of our mental health resources and services is completely confidential. Your personal information and the details of your interactions will not be shared with anyone, including your supervisors or colleagues, without your explicit consent. Our goal is to provide a safe and supportive environment where you can seek help without any concerns about privacy.

TO LEARN MORE/FOR ADDITIONAL QUESTIONS:

- Visit benefits.startribunecompany.com
- Contact Benefits hotline at 612.673.7458 or email: benefits@startribune.com

