



New for Local Agencies

You can now opt in to the Employee Assistance Program through Optum Health for your eligible employees who are not enrolled in the health plan.

Mental Health Matters

Supporting employee mental health helps create a healthier, more productive workplace. When employees feel supported, they are better able to manage stress, stay engaged, and avoid burnout.

This contributes to stronger teams, improved morale, and a more positive work environment.

Through Partners for Health, your agency can now extend valuable mental health and wellbeing resources to eligible employees who are not enrolled in the health plan.

Agency Enrollment Information

Who Can Opt In?

Participating agencies: Submit your opt-in request by Aug. 1.

New agencies: Opt in when joining the plan or during future enrollment periods by Aug. 1.

Contact Benefits Administration

To add the benefit for your eligible but not enrolled employees, include the statement of intent on official agency letterhead with the agency director signature and send to Nakeisha.n.myles@tn.gov.

Act now to ensure your agency is enrolled by the deadline.

Pricing

2027	2028	2029	2030	2031
\$4.24 PEPM	\$4.32 PEPM	\$4.41 PEPM	\$4.63 PEPM	\$4.86 PEPM

Program benefits include:

Short-term Counseling

Here4TN Emotional Wellbeing Solutions connects you with specialists 24/7 and offers eight confidential* counseling sessions per issue, per individual, per year at no additional cost to you. Here4TN can help with topics that include:

- Depression, anxiety and stress
- Living with chronic conditions
- Sleep disorders
- Substance use issues
- Relationship and family concerns

Take Charge at Work

Trouble concentrating? Feeling sluggish? This may be a sign of something more. **Take Charge at Work** can help you recognize and manage stress and depression at your workplace. Start with an assessment, then work with a coach to create a personal plan.

First Call Provider Search

To help you quickly and efficiently find an available provider, the dedicated Here4TN team can conduct a provider search on your behalf. Based on your specific preferences, concerns and availability, specialists will work to identify an appropriate provider with appointment availability.

Legal and Financial Support

Connect with legal assistance and mediation services that give you free and discounted confidential access to local attorneys and professional mediators.

Find financial services support to help you increase your savings, lower debt and improve credit, so you can dial down financial stress. Get an assessment; online learning; a 25% discount for preparation of all personal income tax documents; plus two calls with a money coach.

WorkLife Services

WorkLife Services help make life a little less stressful by connecting you with:

- Child, family and parenting support services
- Education resources
- Adult care and eldercare support services
- Chronic illness and condition support services
- Personal, legal and financial services

Manager Resources

Here4TN offers managers confidential support, practical tools and guidance to help navigate workplace challenges, support employee wellbeing, build positive team environments, and address issues that may affect performance.

Through access to licensed clinicians and certified emotional wellbeing specialists, managers can receive:

- Management consultations
- Crisis response services
- Training programs
- Supervisor manual to help with a variety of situations

Virtual Behavioral Coaching

Want to manage the symptoms of depression, stress and anxiety better? Get personalized, self-paced support with Virtual Behavioral Coaching. The program delivers a tailored path to help you build coping skills. It includes:

- Evidence-based tools and techniques
- On-demand support and motivational guidance from a dedicated coach

Calm Health

Download the Calm Health app to track stress, get a good night's sleep and feel more present in your life. You can also use it to build coping skills and resiliency to navigate life's uncertainties. It's all self-paced, with audio and video tools, so you can focus on what matters most to you, wherever you are and at your own speed, 24/7.

Optum

**PARTNERS
FOR HEALTH**

*This program is confidential in accordance with the law.

Here4TN Emotional Wellbeing Solutions services is available to you and your family at no extra cost as part of your benefits. The eight Emotional Wellbeing Solutions visits per year, per issue are per individual. Members are ineligible for Emotional Wellbeing Solutions visits while they are currently receiving Behavioral Health Services.

State and Higher Education: Emotional Wellbeing Solutions services are available to all benefits-eligible employees and their eligible family members, even if they are not enrolled in medical insurance.

Local Education and Local Government: The following Emotional Wellbeing Solutions services are offered to employees who are enrolled in medical insurance. Dependents are eligible even if they are not enrolled in medical insurance.

All members (employees and dependents) enrolled in medical insurance are also eligible for behavioral health benefits.

Please note: While access to **WorkLife Services** and all referrals are included as part of your benefits, you will have to pay for any **WorkLife Services** you decide to use. Our specialists cannot book or purchase services on your behalf. This is an educational, referral-based service only. Certain services may not be available in some benefits plans. Consult your benefits plan to know what is available.

This program should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. This program is not a substitute for a doctor's or professional's care. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and are subject to change. Coverage exclusions and limitations may apply.

Benefits Administration does not support any practice that excludes participation in programs or denies the benefits of such programs on the basis of race, color, national origin, sex, age or disability in its health programs and activities. If you have a complaint regarding discrimination, please call 866-576-0029 or 615-741-4517.

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