

BenefitsNEWS

June 2023

June Highlights



Random Dependent Eligibility Audit – Jun. 7 – Aug. 7, 2023. SBD will conduct an audit of employees who are covering dependents to ensure they meet plan eligibility requirements. Employees, selected at random, will be notified by email or mail (depending upon notification settings). If selected, and documentation is not provided by Aug. 7, 2023, dependents will be dropped from coverage. For a list of valid dependent verification documentation, scan the QR code to the right (SBD Benefits Center > Benefits Basics).



Pride is for EVERYONE. No exceptions. June is Pride Month and we're focused on celebrating and recognizing members of the LGBT+ community and all allies. The Pride & Allies ERG has planned a month full of events, activities and education. You'll see a focus on Pride across the entire SBD community – how we at Stanley Black & Decker show our pride, moments we take great pride in and what we are most proud of. Keep an eye out for Pride Month events and show your support for our LGBTQ+ employees by sharing what you take pride in on the [Pride & Allies ERG Workplace page](#).



NEW! My Personal Champion with Cigna Healthcare. No matter where you are in your gender affirmation journey, My Personal Champion® is available to make it as simple and easy as possible to receive information about your health care needs. Once you make your initial call, you'll be assigned your own Personal Champion who will get to know you, your history and your health care needs. Your Personal Champion will help you understand what is covered under your plan and help you locate resources for the care you need. Connect any weekday from 8:00 am to 6:00 pm ET by calling 855-699-8990.



SBD Online Store Discounts – Summer Sales Event: Now through June 27, 2023 (with extra specials just in time for Father's Day), SBD employees can shop hundreds of products virtually at the [SBD Online Store](#). If you have questions or need help accessing the store, contact the SBD Online team at OnlineEmployeeStore@sbdinc.com or scan the QR code to the right.



Celebrate Juneteenth. This month take part in events to celebrate African Ancestry, the power of resilience and the importance of unity, community and service.

Well-being guide contents:



Health & Physical Well-being



Mental Well-being



Financial Well-being

June National Health Observances & Events:

- LGBTQ Pride Month
- Men's Health & Prevention
- Alzheimer's and Brain Awareness Month
- Juneteenth – Mon. Jun. 19
- National Safety Month

Mark your calendar for upcoming events (or access the recording after the fact)

	6/7 2 pm ET	Diversity – Let's Talk About It (Cigna)	Discuss how to build awareness and skills in support of inclusivity and personal growth	http://www.cigna.com/EAPWebcasts
	6/13 1 pm ET	Raising Children with Disabilities – Safety in an Uncertain World (Lifecare)	Learn how to address safety concerns with your kids. How to protect children from abduction, abuse and school violence will be addressed.	http://www.care.com/business/care-talks
	6/13 12 pm ET	Education Survival Kit – What Parents Need to Know (Torchlight)	Get the information you need to understand and access a quality education for your child.	sbd.torchlight.care
	6/21 2 pm ET	Try it – Exploring New Things (Cigna)	If you feel like you're going through the motions but not really living, this webinar is for you!	http://www.cigna.com/EAPWebcasts
	6/21 2 pm ET	Understanding and Improving Credit (Principal)	Discover smart ways to manage and improve your credit score.	https://www.principal.com/learnnow
	6/22 12 pm ET	Managing Acute or Chronic Pain (Torchlight)	Living with pain has such an enormous impact on quality of life. Gain knowledge that can empower you to manage the pain.	sbd.torchlight.care

Spotlight on Benefits for your Financial, Mental and Physical Wellness

Set a Financial Habit



The secret to managing debt and building savings is to start with one or two “to dos” as soon as possible. Building good money habits can make a big difference when it comes to your financial security. Use online tools like Enrich, available to you at no cost through Principal Financial, to start or build upon your financial habits to achieve your short and long-term goals.

To get started, visit principal.com/Milestones and log into your account. You can [plan for today's needs](#) or [plan for future needs](#) with tips and tools!



Building a budget



Downsizing debt



Understanding your credit score



Saving for retirement



Saving for learning



Covering your health



Building emergency savings

Tips for Summer Skin Care



In 2022, 178 SBD team members were impacted by skin cancer. Whether you're working or playing outside, please remember to use sunscreen. It's one of the simplest, most effective ways to prevent skin cancer.

- Use a “broad spectrum” sunscreen, which means it screens out both UVA and UVB rays. An SPF of 15-30 is good for most people.
- Reapply every two hours, and after swimming or drying off with a towel.
- Try to limit sun exposure between 10 am and 2 pm strongest.
- Support your sunscreen habit with an annual checkup with a dermatologist. Your skin undergoes a lot of changes in a year, and a specialist can monitor these with a head-to-toe skin exam. And as part of Cigna's Virtual Care offering, you have access to virtual dermatological care through MDLive.



The Power of Connection at Work



It's true that we can be surrounded by people and still feel lonely and disconnected. The workplace, where we spend a large part of our life and investment of energy, is no exception. Conversely, feeling we are a valued and vital part of a team boosts well-being and performance. How can we play a part in making sure our workplace is one where everyone feels they belong?

Remember, we all want to...

- Be accepted for who we are, including all our unique attributes
- Feel that we and our contributions are valued and acknowledged
- Be included in the social fabric of the team
- Feel comfortable sharing our thoughts and opinions
- Get the support we need to grow and be successful
- Be trusted and respected
- Feel that our colleagues care about us
- Feel comfortable sharing our thoughts and opinions
- Be treated fairly
- Feel proud of and get meaning from our work

Remember to communicate with curiosity and the intention to connect and learn about your colleagues. And if you need a special day to kick things off, start on **June 1st – National Say Something Nice Day**. Compliment a co-worker on a job well done!

Facing a Major Life Change? You've got this.



Dramatic life changes – both happy and sad – can throw us off our game and make us feel anxious or uncertain. And when they do, getting help to regain balance can make a difference. If you've experienced a significant life change, or aren't feeling like yourself lately, one of the best ways to cope is to talk to someone. Cigna's virtual care services through MDLive provide support and care for hundreds of issues, on your time, when and where you need it, including:



personal

Starting or ending a relationship, marriage, divorce



work

Losing a job, retirement, new job stress



family

New baby, pregnancy loss, moving, accident, serious illness



grief & loss

Death of a loved one, career loss, family stability changes

Why Virtual Care?

- Care scheduled on your time when and where its convenient for you, including evenings and weekends
- Confidential, secure support from the privacy of home
- Appointments for children 10+ and adolescents
- See the same professional every time, or switch at any time

Featured Wellness Partners & Ways to Connect

- **Cigna, MDLive and Cigna's Employee Assistance Program (EAP)** - Visit mycigna.com and click on the “Review My Coverage,” under EAP for resources or call 800.243.3280. All US based SBD employees have access to **5 free confidential sessions per incident, per household member** with a licensed psychologist or therapist.
- **LifeCare Work/Life Services** - Call 866.608.6618, log into MySBD and click on the LifeCare pinned app link, or visit member.lifecare.com, registration code: SBD
- **Principal Financial** – visit principal.com or call 1-800-547-7754
- **Torchlight caregiving solutions** – visit sbd.torchlight.care



Visit the **SBD Benefits Center** at www.sbdbenefitscenter.com/welcome to access more benefits news and resources. *No login required!*