

BenefitsNEWS

December 2023

December Highlights



Wrapping up 2023 Annual Enrollment (AE). AE confirmation statements are being sent to you via e-mail or mail, based your notification preferences from the SBD Benefits Center (emails sent to those with an email address on file). Be sure to review your statements to ensure your benefits are correct for the upcoming 2024 plan year. Also, new medical ID cards are being mailed to your home if you are enrolled in Cigna medical coverage for the upcoming plan year. Please discard any 2023 medical ID cards and use your new ID card on Jan. 1, 2024.



Employee Stock Purchase Plan – Nov. 16, 2023 – Feb. 15, 2024. Join us on Dec. 5 at 12 p.m. ET or Dec. 6 at 2 p.m. ET for an educational webinar conducted by Computershare. Webinars will be recorded and made available for on-demand listening after the sessions. .



Use it or Lose it! Use any remaining Flexible Spending Account (FSA) Funds before the March 31 deadline. Remember to submit any eligible 2023 out-of-pocket Health Care FSA (HC FSA) and/or Dependent Day Care FSA (DCFSA) expenses for reimbursement. You may rollover up to \$570 of your HC FSA funds from 2023 into 2024 provided you enrolled in a HC FSA for the 2024 plan year. Any remaining funds will be forfeited.



Unwrap 24/7 Cold and Flu Care. It's no fun having a cold or the flu. But did you know that, with virtual urgent care from MDLIVE, it's easy to get the care you need to feel better fast? MDLIVE doctors can connect with you 24/7. There's no travel. No waiting rooms. And best of all, no hassle. Feel better faster – visit MyCigna.com or your MyCigna mobile app to connect to care. Visit the [Cigna virtual care site](#) to learn more.



Supporting Employees Through Trauma. We understand that life can present overwhelming challenges. At SBD, we care about providing validating and supportive spaces for all to feel heard. In light of this, two webinar sessions focused on addressing and coping with trauma will be held on Dec. 14 with support from Lyra Well-being (formerly ICAS) with an introduction from Dr. Mitch McClure. These support sessions are designed to provide a safe and open environment where we'll offer tools and resources to help you manage your mental health during these difficult times. Sessions will be hosted on Zoom and streamed live to Workplace. Visit SBD Well-being on Workplace for more info. Sessions will be recorded and posted for later viewing.

Well-being guide contents:



Health & Physical Well-being



Mental Well-being



Financial Well-being

November National Health

Observances & Events:

- **National Influenza Vaccination and Handwashing Awareness Week (12/5-12/9)**
- **National Seasonal Affective Disorder Awareness Month**

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



12/6 2 pm ET	Destress at your Desk (Cigna)	Explore a variety of ways to release held tension right at your workstation. Try simple stretches, deep breathing and relaxation techniques in this webinar.	http://www.cigna.com/EAPWebcasts
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12/6 12 pm ET	How to Rock Long-Distance Caregiving (Torchlight)	Learn how to manage the demands and complexities of caregiving from across the state or country.	sbd.torchlight.care Torchlight Caregiving for Seniors
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12/7 12 pm ET	Education Survival Kit (Torchlight)	Learn all about public education's range of services and available instructional supports.	sbd.torchlight.care Torchlight Caregiving for Children
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12/20 2 pm ET	Navigating raising children and caring for aging parents (Principal)	Focus on the things you love. Learn about resources available to help you prepare financially for life's big milestones.	https://www.principal.com/learnnow
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On Demand	Holiday Stress: Putting the Happy back in Holidays	Shopping, cooking, family... help! Get tips to reduce stress, manage expectations and get more joy.	http://www.cigna.com/EAPWebcasts
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12/27 1 pm ET	Bullying: How to Protect your Child (Care for business)	Learn about the types of bullying, talking with children, signs your child may be being bullied and what to do.	http://www.care.com/business/care-talks
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Spotlight on Benefits for your Financial, Mental and Physical Wellness

Financial Fitness

Time for a Checkup



Take a minute to check in on your financial health. Log in to your account at principal.com or via the Principal® app to see how you're doing. While you're there, visit principal.com/budgeting to take advantage of resources like primers on budgeting, investing, and topics in between. If you're looking to strengthen your financial core, Principal® has info you may need.

Thrive through the Holidays



- **Through Cigna EAP:** All US based SBD employees have access to 5 free sessions per incident and per person in your household with a licensed psychologist or therapist. EAP is confidential and available 24/7. Learn more about how Cigna EAP can help with questions, guidance, and support – scan the QR code to the right.
- **Through Livongo by Teladoc Health:** Fall and winter holidays come with a lot of fanfare—and plenty of high expectations. While holidays like Thanksgiving, Hanukkah, Christmas, Kwanzaa and the winter solstice can be joyous times for many, they can also bring up difficult emotions. Livongo Whole person solution programs can help keep you on track with support from Livongo coaches for your chronic condition and mental well-being. Livongo programs are available at no cost to covered employees and family members enrolled in a Stanley Black & Decker medical plan.
- **Through Care for Business Work/Life Solutions (formerly LifeCare):** Create space for what matters most and achieve more focus in your day. Care specialists can offer expert assistance and tailored solutions to help make your holidays easier. Get help with holiday planning, help find childcare, home pros, local resources and more. Plus, access many discounts through LifeMart. Contact a LifeCare specialist for personalized unlimited support at 866-608-6618.

Sleep Well, Your Heart will Thank You.

Tips for a good night's sleep – and a healthier heart

Getting both good-quality sleep and the proper quantity of it are two of the most important things you can do for your overall health. Most adults need somewhere between seven and nine hours of good, quality sleep each night. This means:

- Falling asleep within 30 minutes of getting into bed.
- Sleeping through the night.
- Falling back asleep within 20 minutes if woken up in the middle of the night.
- Waking up feeling energized, rested and ready to start the day.

Poor sleep is a major risk factor for cardiac problems, including heart disease, heart attack and heart failure. Here's why: When we sleep, our heart rate and blood pressure go down, allowing our heart and vascular system to rest and repair. When we aren't getting sufficient sleep or our sleep is interrupted, our blood pressure and heart rate stay elevated.



Keep a consistent sleep schedule: go to sleep and get up at the same time each day

Set a bedtime that ensures you can get seven to nine hours of sleep

Establish a relaxing bedtime routine

Make your bedroom quiet, dark and comfortable

Limit exposure to bright light or blue light in the evenings, such as TVs, smartphones and tablets

Turn off electronic devices at least 30 minutes before bed

Don't eat a large meal (particularly one that's high in fat or sugar) before bedtime

Avoid consuming caffeine in the afternoon or evening

Avoid late night trips to the bathroom by cutting back on fluids before bed

Steer clear of alcohol before bedtime

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.
- **Care for Business (formerly LifeCare) Work/Life Services** - Call **866.608.6618**, log into MySBD and click on the Care.com + LifeCare pinned app link, or visit member.lifecare.com, registration code: SBD
- **Computershare** - visit www-us.computershare.com/employee or contact the call center at **866.228.9623**.
- **Livongo by Teladoc Health** – Visit www.Go.livongo.com/SBD-Cigna/New or call **800.945.4355** (for those with Cigna medical coverage)
- **Principal** - Call **800-547-7754** or visit www.principal.com
- **Torchlight by LifeSpeak, Inc.** – a parenting and caregiving solution – visit sbd.torchlight.care

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