

2024 IS THE YEAR OF YOU

CURALINC EAP | FITNESS YOUR WAY | EXPRESS SCRIPTS PRESCRIPTION COVERAGE |
YOUR 401(K) DICTIONARY | “BE THERE” WITH PREVENTIVE CARE

CURALINC EAP

Taking Care of Yourself is *Always* in Season

Acadia has partnered with a new provider to bring you an expansive Employee Assistance Program in 2024. CuraLinc provides access to licensed clinicians **24/7/365** for whatever challenges life may throw in your path—*anxiety, depression, substance abuse, grief and loss, marital issues, financial and legal aid, and much more.*

Not only do they offer counseling sessions face-to-face, they also offer live mobile chats with counselors to ensure you feel safe and heard during your most challenging times.

The EAP is available to all eligible employees and dependents, if needed, and offers up to six free sessions of face-to-face counseling. All sessions and lines of support through CuraLinc are completely confidential. Call **888.881.5462** or visit **www.supportlinc.com** and use company code: **acadia** to get started on a better path today.

If you or someone you love requires immediate aid, text or call 988 to reach the Suicide & Crisis Hotline.

FITNESS YOUR WAY

On the journey to building better self-care routines, a proven positive resource has always been fitness. Exercise releases dopamine in the short-term, and has many long-term health benefits—both physical and mental—as well. During the month of March, BlueCross BlueShield of TN wants to help you build towards your self-care goals by **waiving the enrollment fee** to join Fitness Your Way.

Fitness Your Way not only provides access to over 10,000 gym locations across the country, they also offer a mix of live and recorded online Zoom classes—boot camp, yoga, dance, cardio, and more. You can enjoy all these perks for only \$19-\$99/month. Looking to save even more? Sign up for online-only classes for just \$10/month. Members 18 and older are encouraged to take advantage of this exclusive offer! There are **no** long-term contracts, just a three-month initial commitment.

Follow these simple steps and be sure to sign up by March 31:

- + Log in at **<https://www.bcbst.com/log-in/member>**
- + Choose “Fitness”
- + Choose the “Tivity Health Deal”
- + Enter promo code: **FYWENROLL4FREEMAR**



EXPRESS SCRIPTS PRESCRIPTION COVERAGE

Express Scripts takes pharmaceutical care seriously—that's all they do! As a provider for prescription drug coverage, rest assured they are safe, quick, and accurate when it comes to providing you with a seamless pharmacy experience.

Unsure if your medication is covered? Visit [this link](#) and log in to view pricing and coverage information, as well as compare prices. Once you enter the drug name, your search results will also yield nearby network pharmacies where your prescription can be filled once the prescription is sent. To make things even simpler, your doctor will be able to “e-Prescribe” your medication electronically to be filled directly by an Express Scripts pharmacy. If you prefer to receive your medications without leaving the comfort of your home, you can choose to have up to a 90-day supply of your medication delivered right to your doorstep within 5-7 days.

Save yourself time and money with Express Scripts Prescription Coverage.

Remember: If you are enrolled in a BlueCross BlueShield of TN medical plan, you are automatically eligible for Prescription Drug coverage through Express Scripts. If you have not received your Express Scripts welcome kit, reach out to Member Services at **866.808.0968**.



TEXT “JOIN” TO 69717 FOR A LINK TO THE EXPRESS SCRIPTS REGISTRATION PAGE.



YOUR 401(K) DICTIONARY

Planning for Your Future Shouldn't be Complicated

Acadia's 401(k) plan is designed to help you achieve your post-career goals—however, we know some of the common 401(k) terms can be daunting at first glance. Let us help you break them down below:

TERM	ALSO KNOWN AS	DEFINITION
Match	Employer match, contribution match	The amount Acadia will automatically put into your retirement account after you contribute. You are eligible to receive a discretionary match if you are making an active deferral contribution.
Traditional 401(k) Plan		This retirement plan allows pre-tax contributions to be made directly from your Acadia paycheck.
Roth	Roth IRA	This retirement plan allows post-tax contributions. This means your contribution isn't tax-deductible now, but will grow and be used tax-free later.
Traditional 401(k) and Roth Combination		Acadia allows employees to contribute to both a Traditional 401(k) and Roth; this choice allows you to withdraw money from a Roth tax-free in years when your income may be higher and to withdraw taxable funds from a traditional 401(k) in years when your income may be lower.
Annual Contribution Limit		This is the limit enforced by the IRS each year that shows how much employees can contribute; in 2024, the IRS maximum is \$23,000.

Craving more education?

All Acadia employees are invited to join the Education by Empower series! Visit [Empower's Learning Center](#) and register for your preferred webinar topics each month. The Learning Center will show a quarterly view of monthly sessions and will renew each quarter with a fresh set of new sessions. Spanish sessions are available on the fourth week of every month.

View Empower's [2024 Education series](#) for exclusive details. **Unable to attend your preferred webinar?** Don't fret—with each new quarter, the previous set of registration links will switch to recordings for you to play back whenever you're free!

Contact Empower at [866.467.7756](tel:866.467.7756) or go online at empowermyretirement.com to change your contribution percentage, make investment changes or to update/designate your beneficiary information whenever necessary.

HELPFUL BENEFITS RESOURCE

Call MyHR for Benefits Questions

MyHR is your year-round resource for benefits assistance including, but not limited to, 401(k), leave of absence, EAP, employment verification and other related questions. Call [844.866.1475](tel:844.866.1475) (Option 1) for support Monday through Friday from 8 a.m. to 8 p.m. EST.

View Benefits Information

Visit www.myacadiabenefits.com to explore benefits materials, helpful resources, carrier contact information and more! The benefits website will reflect 2024 information after January 1, 2024, and is available on your phone, tablet or desktop.

Get Timely Benefits Reminders on Your Phone

Text "MyAcadia" to 888111 for benefits news and information on-the-go. By participating, you will receive occasional text messages to keep you informed about benefits throughout the year. Message and data rates apply. Reply STOP to opt-out at any time. Text responses are not monitored.

“BE THERE” WITH PREVENTIVE CARE

Now is the time to make health-conscious decisions so you can enjoy life knowing you will “be there” for your loved ones. Preventive care helps detect health problems early, before any signs or symptoms have appeared, so that you can begin controlling your health before it controls you. In-network, preventive care is covered 100% through all Acadia medical plans—deductibles and copays waived!

YOUR PREVENTIVE CARE TO-DO LIST

- Get your flu vaccine if you haven't already
- Make sure all other immunizations are up-to-date
- Schedule your 2024 annual wellness visit
- Learn your important health numbers, such as blood pressure, cholesterol and body mass index (BMI)
- Talk to your doctor about what other preventive care screenings may make sense for you, including colonoscopies and mammograms
- Provide your doctor with your family medical history so you can stay informed on any illnesses or conditions that you are more likely to develop



DON'T LOSE YOUR 2023 FSA FUNDS

Know when to hold 'em and when to fold 'em—make sure you submit any FSA reimbursement claims for 2023 on eligible healthcare expenses or services by March 31, 2024, to ensure you are making the most of your FSA! Visit [WEX](#) online for assistance in submitting your claim(s).

