

BENEFITS & WELLNESS MAY BULLETIN



Life Events-30 Day Deadline

A Life Event is when you have a qualifying event, such as: Marriage, Divorce, Death, Birth, Adoption, Loss or Gain of other Coverage. You have 30 days from the qualifying event date to enter your life event in Workday and make your election changes. The 30 days is governed by the IRS regulation and plan documents. The date of the event is the effective day of the coverage change. How do you make this change? You need to log into Workday and under Benefits and Pay, select Change Benefits to enter your life event. You will need supporting documentation, such as a Marriage, Birth or Death certificate or Proof of gained or loss of coverage. You will upload this directly into Workday when you create your Life Event.

WELLNESS CORNER



- **New Benefit: Virtual Care Clinic for Women's Health:** Visana, offered through Cigna healthcare, is a convenient virtual care clinic designed specifically for women at every stage of life—connecting you with specialized providers from the comfort of home.

With Visana, you can:

- Get support for menopause and perimenopause with hormonal, and non-hormonal treatment options
- Access fertility assessments and personalized reproductive health support
- Get care for gynecological concerns such as painful periods, infections, fibroids, and endometriosis
- Receive support for hormonal and metabolic conditions like irregular cycles, PCOS, thyroid issues, and menopause
- Work with a dedicated care team that looks at your full health picture and identifies root causes—not just symptoms
- Enjoy quick access to care with no commuting and shorter wait times

Join Upcoming Visana Webinars (Open to All Women):

- Learn about women's health topics across all life stages from specialized providers
- Get guidance on common and complex health concerns, plus available support resources
- Ask questions and connect—**no Cigna enrollment required**

Learn more or schedule an appointment at visanahealth.com/cigna. You can also register for upcoming Visana webinars. Visit the Benefits Website under **Wellness>Visana-Women's Health** for additional resources.

WELLNESS CORNER



- **Mental Health Awareness Month:** May is Mental Health Awareness Month—a time to recognize the importance of emotional well-being. Mental health is just as important as physical health and deserves regular attention. Stress, anxiety, and burnout can affect anyone at any time. It is okay to acknowledge when you're feeling overwhelmed. Small, consistent habits can make a big difference in how you feel each day. Prioritizing sleep, staying active, and eating well all support mental wellness. Taking breaks and setting boundaries can help prevent burnout. Staying connected with friends and family can strengthen emotional resilience. It is important to check in with yourself regularly. Recognizing when you need support is a meaningful step. Reaching out to someone you can trust can make a difference. Inotiv employees and their families have access to the Employee Assistance Program (EAP), which offers confidential support, resources, and guidance at no cost. The EAP can help with stress, life challenges, and connecting you to a professional support when needed. Taking small steps toward caring for your mental health can lead to lasting improvements. This month is a great reminder to check in with yourself and those around you. Prioritizing your mental well-being is one of the most important things you can do. Please visit the [Benefits Team website](#), where you will find dedicated sections for both [Employee Assistance Program \(EAP\)](#) and [Mental Health Support](#), offering helpful tools, resources, and information on how to get started.