



CARE PACKAGE

May Is Mental Health Awareness Month

It's natural for mental health to ebb and flow over time—we all have good days and bad days. Wherever you find yourself, L3Harris has benefits and resources to help you feel your best.

Find a BCBS Provider*

Search for and self-refer to a Blue Cross Blue Shield behavioral health provider, including some with virtual services, using the following path: Nexus > ONEHub > Apps > Accolade > Medical/BCBS (My Health Toolkit) > Find Care – Find a Doctor > Browse by Category > Behavioral Health.

Virtual behavioral health providers and programs within the Blue Cross Blue Shield network include:

- » **Meru Health:** Holistic support for managing anxiety and depression
- » **NOCD:** Support for OCD management, including exposure and response therapy
- » **Within Health:** Personalized, virtual support for eating disorders, including individual, family and group therapy, dietitian and nurse support, and holistic resources
- » **Youturn Health:** Program for addiction and substance abuse recovery

Support Wherever, Whenever*

For behavioral health care on your schedule, MDLIVE provides convenient access to licensed therapists and board-certified psychiatrists by phone, tablet or computer for a wide range of behavioral health concerns. Appointments are generally available within a week, and you can choose whether to continue with the same therapist each time or try someone new. Your cost will depend on your medical plan; see the Summary Plan Description on the [Benefits Enrollment Site](#) for more information. To get started, use the following path: Nexus > ONEHub > Apps > Accolade > MDLIVE > My Health Toolkit > Providers & Services – Telehealth > Launch a Visit.

Free Support Through the EAP

Whatever you need to talk about, our Employee Assistance Program (EAP) partner, SupportLinc, is there to listen 24/7. All employees and household members are eligible for unlimited in-the-moment telephonic support from professional counselors and up to six face-to-face or virtual sessions per clinical issue, per person, per calendar year.

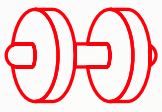
Don't want to talk? SupportLinc also offers a variety of self-guided digital tools and resources to boost your emotional well-being.

Get started at 1.888.903.0648 or supportlinc.com (group code: l3harris). All services are confidential and at no cost to you.

Feel Better Physically and Mentally*

Chronic pain is associated with increased risk for mental health problems, such as anxiety or depression and alcohol or substance abuse. If you're living with musculoskeletal pain, Hinge Health can offer relief with free, app-based access to physical therapists, including wearable sensors and a tablet to allow for live feedback on your movements. To find out if you're eligible, contact Hinge Health at hingehealth.com/L3Harris or 1.855.902.2777.

[Read about an L3Harris colleague's experience with Hinge Health on page 2.](#)



Meet Marci: A Hinge Health Success Story

After 15 years of on-and-off shoulder pain and talk of surgery, Marci, a Director in L3Harris IT Project Management, decided to give Hinge Health a try. Here's what she had to say about the experience:

I decided to give PT one last try when I saw the Hinge Health flyer. Once I was accepted into the program, I received exercise bands and sensors in a really nice carry case, in the mail. It started slowly, with lots of discomfort and setbacks, but I was determined to stick with it for six weeks at minimum to see if there was any improvement. I have been doing the exercises three times per week since I started. Very slowly, I started to see some small successes, which kept me going. My shoulder was getting stronger, and with that came improvements in mobility and range of motion.

I'm on level 24 of 40 now and have started back into my normal weightlifting routine (which I'd also abandoned awhile back), under the guidance of my Hinge Health physical therapist. Last week I was on vacation, and I played golf for the first time in years—PAIN FREE! My range of motion is coming back, and I'm able to move in ways I simply could not six months ago. I plan to continue through level 40 and to whatever comes after that. Surgery is now definitely off the table!

The virtual nature of Hinge Health makes it easy to stick with, my Hinge coach is very encouraging and supportive, and the physical therapist I chose has been amazing and is always available for my questions and concerns. I can't say enough good about this program.



IMPORTANT! Dependent Eligibility Verification Audit Ends Soon

If you cover a dependent on an L3Harris medical, dental or vision plan, you **MUST** complete the dependent verification audit by May 31, or coverage for any unverified dependent(s) will end June 27. Please see the materials you received from the Alight Dependent Verification Center for more information, or contact Alight at 1.800.225.4343 (option 1) with any questions.

Get Ready for Summer!

Summer brings sun and fun with family and friends. But it can also bring child care concerns, illnesses at inconvenient times and other challenges. L3Harris has resources to help.



Juggling work and kids? Bright Horizons can help.

When your regular care falls through, Bright Horizons has your back with their nationwide network of child care centers and at-home caregivers. And L3Harris subsidizes the cost for you— you pay only \$15 per day for one child or \$25 per day for two or more children in center-based care, and \$6 per hour for in-home care—for up to 10 days per year. Visit backup.brighthouse.com (employer username: L3Harris; password: Benefits4You) or call 1.877.BH.CARES (1.877.242.2737) to sign up.



Costs adding up? Corestream can help.

As an L3Harris employee, you have access to national and local discounts from popular brands and vendors through our relationship with Corestream. Save money at theme parks and other entertainment venues across the country, including Busch Gardens, Walt Disney World, Disneyland, Hersheypark, Dave & Buster's, and many more. To get started, use the following path: Nexus > ONEHub > Apps > Accolade > Benefits > Discount & Savings.



Sick on vacation? MDLIVE can help.

If you can't get to your usual doctor or urgent care, MDLIVE will bring a board-certified doctor to you via phone, tablet or computer. Providers are available 24/7 to diagnose and prescribe medications for minor health conditions. To get started, use the following path: Nexus > ONEHub > Apps > Accolade > MDLIVE > My Health Toolkit > Providers & Services – Telehealth > Launch a Visit.



Struggling with child behavior issues? RethinkCare can help.

RethinkCare offers support for parents on everything from managing screen time and dealing with tantrums to navigating learning and behavioral challenges. Behavior experts are available for free telephone consultations at 1.800.714.9285. Or visit L3Harris.rethinkbenefits.com (code: L3Harris) to access online resources, including easy-to-follow videos depicting behavior experts and educators teaching children language, socialization, self-help and other skills.

This publication generally describes benefit plans available to eligible non-bargained L3Harris employees working in the continental United States and certain eligible L3Harris employees subject to a collective bargaining agreement. L3Harris reserves the right to change or terminate any benefit plan at any time for any reason without advance notice. All benefits are subject to the terms and conditions of the applicable plan documents, which will control in the case of any conflict. Receipt of this publication should not be considered a guarantee of eligibility for the benefit plans nor should it be considered a contract or guarantee of employment or continued employment or any specific terms of employment. Employment with L3Harris is generally on an at-will basis.

