

INTRODUCING: *Your Maternity Support Program*



PARAGON
REHABILITATION



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TrilogyFIT
Caring for you as you care for others



WELCOME AND CONGRATULATIONS!

Not only are you about to embark on one of the most exciting adventures of your life, but you've also discovered the TrilogyFIT Maternity Support Program, part of the Trilogy benefits package. This program provides support to meet your unique health care needs and may help minimize complications during and after pregnancy.

A BENEFIT TO YOU

- 20,000 Go365 Bucks (~\$200)*
- Maternity Support Nurse Line from 8:00 a.m. – 8:00 p.m. EST*
- 24-hour UHC Nurse Line access*
- 1:1 with UnitedHealthcare (UHC) Nurse Liaisons*
- Pregnancy educational book of your choice*
- Additional support for at-risk and high-risk pregnancies*
- Short-term disability coverage, if elected+
- DirectPath assistance in finding Ob/Gyn and pediatric doctors, insurance covered breast pumps, and reviewing hospital and doctor bills (full-time & part-time employees only)
- Free breast pump*
- Free folic acid vitamins*
- Free onesie embroidered with your location/campus logo

* UHC members only

+Coverage must be in place prior to pregnancy

GO365 INCENTIVE PROGRAM

UHC insured employees may be eligible to earn 20,000 Go365 Bucks (equivalent to approximately \$200) for completing all maternity support nurse line calls and pre/postnatal appointments with their maternity healthcare provider. This incentive covers the cost of 90 days worth of diapers for your newest edition(s).

In order to receive this incentive, employees must:

1. Enroll in the UHC Maternity Support Nurse Call Program and complete all call-in sessions.
2. Complete 100% of the prenatal care appointments and have your maternity healthcare provider validate at six-week postpartum session by completing the MSP Physician's Verification Form.
3. Log on to fit.thetriglyfoundation.org to complete your Go365 Maternity Support incentive program application and upload the signed Physician's Verification Form.
4. Employees will have 180 days from the date of delivery to submit their incentive application.

For more information, contact TrilogyFIT@trilogyhs.com. To receive and redeem your Go365 Bucks, you must have a Go365 wellness account.

Be sure to complete your Health Assessment then log into Go365.com to redeem your Bucks.



“Motherhood: All love begins and ends there.”

– Robert Browning

CHOOSING AN OBSTETRICIAN

Choosing the right doctor to care for you and your new baby is incredibly important. DirectPath can provide you with a list of obstetricians practicing in-network near you, or those affiliated with certain hospitals.

Meet with a doctor before you make a decision. Ask about their medical experience, certifications, and attitude about issues that are important to you, such as breastfeeding or a natural birth. Questions you may want to ask yourself include:

- Do you prefer a male or female provider?
- Do they accept your health insurance?
- At which hospitals do they have admitting privileges?
- What are their office hours?
- If they are not available when you need to see them, who will cover for them?
- If you have a specific medical condition, do they have experience with it?
- Do they explain things clearly and completely?
- Do you feel comfortable with them?
- Does the doctor seem like someone who will respect your wishes?

PRENATAL CARE

Did you know that babies born to mothers who do not get prenatal care are three times more likely to have a low birth weight and five times more likely to die than those born to mothers who do receive prenatal care? Early and consistent prenatal care has been proven to reduce the risk of pregnancy complications and reduce the baby's risks for complications.

PRENATAL APPOINTMENTS ARE COVERED 100% UNDER THE UHC HEALTH PLANS

Attending your regularly scheduled prenatal appointments will ensure your baby is developing as expected, or will quickly identify risks to you or your baby. Understanding any potential risks early on will minimize complications throughout pregnancy and delivery.



FOLIC ACID VITAMINS

Folic acid vitamins contain many vitamins and minerals. Their folic acid, iron, iodine, and calcium are especially important in preventing birth defects. Please talk to your doctor to determine how much is right for you.

TOBACCO AND YOUR BABY¹

- Smoking during pregnancy has been shown to increase the risk of miscarriage and some studies link maternal smoking and cleft lip.
- Mothers who smoke are more likely to deliver their babies early. Preterm delivery is a leading cause of death, disability, and disease among newborns.
- One in every five babies born to mothers who smoke during pregnancy has low birth weight. Mothers who are exposed to secondhand smoke while pregnant are more likely to have a baby with lower birth weight.
- Both babies whose mothers smoke while pregnant and babies who are exposed to secondhand smoke after birth are more likely to die from Sudden Infant Death Syndrome (SIDS) than babies who are not exposed to smoke. Babies whose mothers smoke are about three times more likely to die from SIDS.

If you are a current tobacco user, you are encouraged to immediately enroll in Go365's Tobacco Cessation Program. For additional information and support, please contact your local UHC Nurse Liaison.

¹ Centers for Disease Control

ARE YOU A VICTIM OF DOMESTIC ABUSE?

Domestic violence occurs when a person uses physical violence, coercion, threats, intimidation, isolation, stalking, emotional abuse, sexual abuse, or economic abuse to control another partner in a relationship. Domestic violence can be a single act or a pattern of behavior in relationships, which encompass dating, marriage, family, and roommate relationships. If you feel you may be experiencing domestic violence and need help, contact either:

NEED TO TALK?

Call 1-800-424-4039 to contact a professional counselor with the BeWell Magellan Employee Assistance Program. This service is available to all employees 24/7 and provides confidential assistance at no cost to you.

- National Coalition Against Domestic Violence at www.ncadbv.org or the 24/7 anonymous confidential hotline at 1-800-799-7233 (SAFE)
- BeWell Assistance Program 24/7 at 1-800-424-4039 or www.magellanhealth.com/member

If you are experiencing any form of domestic violence, you could potentially qualify for Trilogy Foundation support to help you out of this situation. Please apply at: www.tfaforms.com/365246

LABOR: YOUR BABY IS NEARLY HERE

Labor is a physical process that requires a lot of energy from you. Your uterus contracts or tightens, causing the cervix to open. The ongoing muscle contractions cause the baby to move into the birth canal. Most women find the contractions painful, which is why the contractions are called labor pains. The actual birth of the baby is called delivery.

FALSE LABOR

Contractions that do not cause the cervix to thin or open up are called false labor. These contractions are not regular; they do not get stronger or last longer as time passes. Sometimes the only way to tell false labor from real labor is to have the doctor check for cervical changes. If you have false labor and are uncomfortable, walking around or changing your position or activity can relieve the discomfort.

Average length of labor for a first-time mother: 14 hours

Average length of labor for later births: 8 hours

WHEN TO CALL YOUR DOCTOR

It's important to talk to your doctor throughout your pregnancy. He or she can tell you when a symptom is normal or a sign of something serious. Ask your doctor when you should call and what you should do if you notice the following:

- Change in vaginal discharge
- Sudden swelling of the hands, fingers or face
- A very bad headache that doesn't go away
- Sharp stomach pain
- Fever or chills
- Vomiting or nonstop nausea
- Pain when you pee
- Blurry vision
- Dizziness
- Less movement from the baby than usual
- Thoughts about harming yourself or the baby

POSTPARTUM DEPRESSION

According to the American Psychological Association, between 9% and 16% of new moms will experience postpartum depression. While it is completely normal for new mothers to experience some level of sadness or anxiety before or after childbirth, postpartum depression signs and symptoms are more intense and last longer, which can eventually interfere with normal day-to-day activities, including caring for your baby.

Signs and symptoms include:

- Loss of appetite
- Insomnia
- Intense irritability and anger
- Loss of interest in sex
- Lack of joy in life
- Extreme mood swings
- Feeling shameful, guilty or inadequate
- Difficulty bonding with new baby
- Withdrawing from family and friends
- Thoughts of harming oneself or the baby. If this occurs, please seek professional help immediately

A critical step for dealing with postpartum depression is getting help from a doctor or professional. Fortunately, treatment of postpartum depression is extremely easy and effective. The BeWell Magellan Employee Assistance Program can provide free counseling and resources for managing postpartum depression. See page 11 for details.



Consult a UnitedHealthcare representative or your dedicated Maternity Support Nurse if you have questions about breastfeeding supplies and counseling or other preventive care services.

LACTATION POLICY AND SUPPORT

Did you know that breastfed babies are less likely to become sick? That may mean fewer trips to the doctor's office and less money spent on prescriptions and over-the-counter medicines.

Trilogy is committed to supporting breastfeeding mothers and babies through our new Lactation Support Policy. Contact your Employee Relations Support to obtain a copy of the policy.

HOW TO OBTAIN A BREAST PUMP

UHC members may receive a free breast pump by contacting an in-network doctor or approved breast pump supplier up to 30 days before their delivery date or up to 365 days after their delivery date.

- For a list of breast pump suppliers, UHC members can call the number on their health plan ID card or contact your dedicated Maternity Support Nurse.
- If contacting the breast pump supplier directly, members may be asked for their doctor's contact information, the baby's due date or the date the baby was delivered. The breast pump supplier may verify this and other information with the member's doctor before the breast pump is issued.
- National breast pump suppliers issue the breast pump directly to the mother.
- The doctor or breast pump supplier will bill UHC directly for reimbursement.
- UHC members do not need to obtain a prescription when contacting an approved breast pump supplier.
- Members will not be reimbursed for breast pumps purchased at retail stores.
- Employees who are not members of UHC should contact DirectPath for possible enrollment in the Health Insurance Marketplace or other opportunities to obtain a breast pump.



MATERNITY UNIFORM SHIRTS ARE AVAILABLE

Details for the shirts can be found on the Campus Uniform Dress Standards Chart. To order, employees should fill out the Uniform Deduction Authorization Form and return it to the AP/Payroll Coordinator. Payment can be accepted via STARS or Payroll Deduction.

AFTER YOU RETURN TO WORK

Remember every time your breasts feel full, your milk supply slows down. The more times each day you empty your breasts, the more milk you make. Lactation specialists suggest pumping every three hours to maintain and establish your milk supply.

Pump as often as you can at work. When home, pumping after breastfeeding can help, too. Nursing moms are encouraged to pump about three to four times during a full work day. Each pumping session will take about 15-20 minutes. Practice relaxation techniques by using a heater to warm your body. Also, bring your baby's picture to look at while you pump. This may help stimulate milk ejection.

Sample Pumping Schedule at Work

(times will vary depending on your own schedule and should mimic how you feed your baby at home)

Traditional 8-Hour Work Period	
8:00 a.m.	Begin Work
9:45 a.m. – 10:00 a.m.	Use Break to Express Milk
12:00 p.m.	Take lunch period to express milk
2:30 p.m. – 2:40 p.m.	Use Break to Express Milk
5:00 p.m.	Leave Work



"A mother's love is the fuel that enables a normal human being to do the impossible."

– Marion C. Garretty

MATERNITY LEAVE

Family and Medical Leave (FML) provides unpaid leave for qualified medical and family reasons. If you qualify, you may receive up to 12 weeks of unpaid, job-protected leave in a rolling 12 month period. Details on this benefit can be found in the Employee Handbook or by contacting your Employee Relations Support.

Short-Term Disability (STD) provides you with continuing weekly income while you are out of work. If you elected STD during the prior Benefits Open Enrollment period and you **do not have a preexisting condition**, you will be eligible for this benefit.

To learn more about these benefits, contact the MetLife Claims Center at 1-877-638-TAM2 (8262) or the MyBenefits website at www.mybenefits.metlife.com.

Personal Leave of Absence – If an employee is not eligible for Family Medical Leave, a Personal Leave of Absence can be requested. This is available for full-time or part-time employees after 90 days of employment. The maximum allowance of Personal Leave is a total of six (6) weeks in a rolling twelve (12) month period.

MATERNITY AND INSURANCE

Health Savings/Flexible Savings Accounts

Enrolled in a Health Savings Account (HSA) or a Flexible Spending Account (FSA)? Your pre/postnatal appointments may be a qualifying expense. For FSA details or questions, call 1-800-919-2674 or log on to www.myflexonline.com. For HSA, log on to www.hsaenroll123.com/hsa-resources.

PRENATAL APPOINTMENTS ARE COVERED 100% UNDER THE UHC HEALTH PLANS.

Adding dependents to insurance plan(s)

If your child(ren) arrives at a time other than Open Enrollment, you can still add a dependent. It is considered a “Qualifying Life Event.” **You have 30 days following the birth of your child to add your baby and provide supporting documentation.** Please contact DirectPath to confirm you are eligible to make a change to your benefit elections. If so, see directions in the Benefits Guide under “How Do I Make Qualifying Life Event Changes?” and make the change directly in ADP Vantage.

Failure to provide proof of dependency will result in the removal of your dependent(s) from the plan without the ability to re-enroll them until the following Open Enrollment period.

DIRECTPATH

DirectPath is your free single source for all benefits-related questions and assistance. It is available for all full-time or part-time employees, your dependents, spouse, parents and parents-in-law. DirectPath can support you in many different ways during and after your pregnancy.

They can:

- Locate doctors and schedule appointments
- Search for in-network providers to reduce your out-of-pocket expenses-saving you money
- Assist you in acquiring a breast pump covered by your insurance
- Help you apply for low-cost health care if not covered by Trilogy’s health insurance plan
- Review doctor or hospital bills to ensure they have been appropriately billed to insurance

Contact DirectPath at 1-877-548-7714

Se habla español 1-855-293-8853

Monday – Friday 8:00 a.m. – 9:00 p.m. EST

Saturday 9:00 a.m. – 2:00 p.m. EST



The BeWell Magellan Employee Assistance Program is available to all employees, regardless of participation in Trilogy’s Health Insurance through UnitedHealthcare.

BEWELL MAGELLAN EMPLOYEE ASSISTANCE PROGRAM

BeWell is our Employee Assistance Program powered by Magellan Health. BeWell offers Work-Life services to help you balance a busy work schedule with your personal life.

BeWell offers:

- Free counseling services for you and household family members on any issue that may affect your well-being
- Access to an industry-leading work-life library at www.magellanhealth.com/member
- Expert guidance, information, and referrals from a work-life specialist on topics such as:
 - » Child Care to include facility accreditation, care of unique work schedules, in- and out-of-home care, before and after school and summer care
 - » Parenting
 - » Pregnancy
 - » Adoption
 - » Domestic Abuse

Call a BeWell Program expert 24/7 at 1-800-424-4039.

HOW TO ENROLL IN THE MATERNITY SUPPORT PROGRAM

Contact the UHC Maternity Support Program at 1-888-267-3518 or ask your Employee Relations Support for program details or the contact information of your UHC Nurse Liaison.

ELIGIBILITY

BENEFIT	UHC-Insured Employee	Non-UHC-Insured Employee	UHC-Insured Dependent	Spouse of Employee
Pregnancy Book	X		X	
ER3 Recognition	X	X	X	X
Campus/ Location Onesie	X	X	X	X
UHC Nurse Call Lines (Maternity and Regular)	X		X	
Free Breastpump	X		X	
DirectPath	X	X	X	X
BeWell Employee Assistance	X	X	X	X
Prenatal Visits covered 100%	X		X	
Go365 Incentive	X		X	
Free Folic Acid Vitamins	X		X	



Log on to: Fit.thetrilogyfoundation.org to complete your Go365 Maternity Support Application.

“A mother’s arms are made of tenderness and children sleep soundly in them.”

– Victor Hugo

RESOURCES

UHC Nurse Liaison

- **Southern Indiana:** 1-812-929-2349
- **Northern Indiana:** 1-574-230-3275
- **SW Ohio, N Kentucky:** 1-513-502-5297
- **Michigan, N Ohio:** 1-419-806-9669

STATE WOMEN, INFANTS & CHILDREN (WIC) PROGRAMS			
Florida	1-800-342-3556	Michigan	1-800-942-1636
Georgia	1-800-228-9173	New Mexico	1-866-867-3124
Illinois	1-800 843-6154	Ohio	1-800-755-GROW
Indiana	1-800-522-0874	South Carolina	1-800-868-0404
Kentucky	1-800-462-6122	Massachusetts	1-800 942-1007

Check to see if you are eligible for WIC:
www.fns.usda.gov/wic/wic-eligibility-guidelines

- **UHC Maternity Support Nurse Line** 1-888-267-3518
- **UHC Nurse Line (after-hours)** 1-888-267-3518 - Request to speak with a nurse.
- **DirectPath** 1-877-548-7714
- **BeWell Assistance Program** 1-800-424-4039
- **<https://cx.uhc.com/uhcpregnancy>**
UnitedHealthcare's Guide to a Health Pregnancy
- **www.source4women.com**
UnitedHealthcare's resource for health living to support your pregnancy.
- **National Breastfeeding Helpline** 1-800-994-9662 (TDD 1-888-220-5446)
Trained breastfeeding peer counselors are available to answer questions.
- **www.womenshealth.gov**
The US office on Women's Health has resources for every stage of pregnancy, Do's & Don'ts, breastfeeding, education and more.
- **www.trilogyperks.employeediscounts.co/perks**
Find discounts in your area for baby related products. See your AP/Payroll Coordinator for the Trilogy registration code.
- **Go365 Customer Support** 1-800-708-1105

**TO CELEBRATE YOUR LITTLE
MIRACLE AT AN UPCOMING ER3,
RETURN THIS FORM TO YOUR
AP/PAYROLL COORDINATOR**



I, _____, agree to allow Trilogy Health Services &
 (Employee Name)

 (Campus/Location Name)

to celebrate my pregnancy at a future ER3 celebration.

Typically, the celebration will take place during your third trimester.

If you agree, please list the month that you would like to be recognized.

 (Preferred Month)

 (Employee Signature)

 (Date)



PHYSICIAN'S VERIFICATION FORM

Patient/Employee Name: _____

Employee Email: _____

Campus/Location: _____

The Go365 Incentive Program awards Trilogy, Paragon, and PCA employees 20,000 Go365 Bucks into their Go365 Employee Wellness Account. Employees will receive the incentive once they have attended all prenatal appointments, remained nicotine-free and completed Maternity Support Nurseline sessions with UnitedHealthcare.

I, Dr. _____ certify, that _____
_____ (patient name) has completed 100% of the recommended prenatal visits under my care and that she has remained nicotine-free throughout her pregnancy.

Doctor Name: _____

Doctor Address: _____

Doctor Phone Number: _____

Doctor Signature: _____

Date: _____

TO SUBMIT FORM: Attach a copy of completed form with Maternity Support Program Incentive application found on fit.thetrilogyfoundation.org. For assistance, contact trilogyfit@trilogyhs.com.

Please allow up to 45 days to complete processing and receive incentive within Go365.





**YOUR BABY WILL GO THROUGH NEARLY 1,000
DIAPERS IN THEIR FIRST THREE MONTHS OF LIFE!**

Eligible employees earn ~\$200 in Go365 Bucks for
completing the Maternity Support Program.

*For more information log on to
Fit.thetrilogyfoundation.org*

