

JANUARY NEWS 2022

Empowering you with information for your emotional and physical wellbeing

Financial Health

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More than three in four Americans (77%) report feeling anxious about their financial situation. Only 29% of Americans consider themselves financially healthy.

Financial health isn't necessarily connected with the amount that you earn. It's about how you spend and manage money on a monthly and yearly basis. Financial health goals should include having more income coming in than going out, being able to pay your bills on time and some savings in the bank.



New for 2022:

Expanded EAP and Mental Health Services

We are pleased to announce that effective January 1, 2022, you and your household dependents will have access to new services via our newly expanded member website that now only requires a single Access Code (worklife).

Self-Guided Modules and Coaching

Access to a Wellbeing Check that will provide an assessment of your current wellbeing, mood, and stress levels. Based your assessment, you will be guided to over 40 self-guided and coach-guided mental health and skill building modules. Topics cover a wide range of areas including sleep, mindfulness, stress, pain and fatigue, productivity, addiction, and financial mindset. All members will have the option to schedule with a live coach for up to 3 sessions who will offer guidance during a 30-minute coaching session.

Coaching sessions are in addition to the short-term counseling sessions available through your EAP with Uprise Health. You can call our care team (800.386.7055) to discuss the benefits of using coaching vs. counseling.

Expanded Resource Library and Work-Life Services

In addition to the work-life resources for parenting and elder care, financial services, legal support, Perks-at-Work, and wellness, you can access newsletters, resource flyers, articles, and trainings. You will also have access to monthly webinars that are available the 1st of each month and past topics will still be available for viewing.

New for 2022: Skill Building and Mental Health

We are pleased to announce a new monthly training series that will be available to all digital EAP members, families, and organizational leaders. Each month our expert panel of coaches and clinicians will present a new topic and will demonstrate successful strategies to develop your resilience, stress management, and mental fitness including how to use the self-guided modules. Registration links will be available early January 2022.

800.386.7055

<https://worklife.uprisehealth.com/>

Access Code: worklife



Reducing Financial Stress



Start living below your means

Spend less than you earn. Lower your housing, transportation, and utility bills. Downsize your car and home if necessary. Avoid expensive cable TV plans. Explore ways to lower your energy bill at <https://tinyurl.com/5n6m7257>



Connect with your EAP

Most Employee Assistance Programs offer financial services, and if your EAP services are provided by Uprise you have access to financial consultants, budget planning and online calculators to help reach your financial goals.



Be more conscious of your food and beverage habits

The average amount spent for specialty coffee beverages is almost \$1,300 per year. A family of 4 eating out or food “to go” once a week spends \$6,000 per year.



Master your own financial literacy

Use free money management apps, meet with a credit counselor, check out <https://tinyurl.com/bdfuam93> or listen to podcasts at <https://tinyurl.com/yckkub3y>



Find ways to earn more money

Become a dog walker, pet sitter, babysitter, or tutor. Drive for Uber or Lyft. Websites like TaskRabbit can connect you with people who need help with moving, delivery or other services.



Plan for your retirement ASAP

It’s easier to save for retirement when you’re young and may have fewer responsibilities. No matter what age you are, consider speaking with a financial planner about options.

FINANCIAL TIPS

MEASURE TO MANAGE

Accurately track every dollar you spend. Track everything coming in and going out. Use digital tools that track bank accounts, credit cards and investments: <https://tinyurl.com/4v9dsnh3>

GOAL ORIENTED

Whether getting out of debt, planning a trip, or buying a home—ask these questions. How much do you need? When do you need it by? What is your method for getting there?

BUDGETS ARE BLUEPRINTS

A budget tells your money where to go rather than wondering what happened to it. Differentiate between wants and needs. Budget to curb spending, pay debt, and build savings.

EMERGENCY FUNDING

Start to set aside a small amount monthly that could cover your housing, utilities, and food costs. A savings cushion of even 1 month reduces stress.

DEBT CEILING

Some debt like mortgages is unavoidable. Beware of avoidable consumer debt like car loans used for the purpose of driving a nicer car than you could afford to purchase.

Saving for Retirement

DECADE-BY-DECADE GUIDE FOR RETIREMENT

Saving for retirement is something we all need to think about. It can be a challenge saving today for tomorrow's enjoyment. It is never too late to make progress and never too early to get started. Hitting key financial milestones at early ages can get you in better financial shape for retirement. According to a Transamerica Retirement Survey, 44% of retirees cite declining health that requires long-term care as their greatest fear. 36% say losing their independence and 32% say outliving their savings and investments are retirement fears.

IN YOUR 20S: FOCUS ON COMPOUND GROWTH

Save 10% of your gross salary pronto but shoot for 15% to really help you later on. Save in a Roth, enroll in your employer's retirement plan or start an IRA.

IN YOUR 30S: TIME TO FOCUS

If you are just getting started, save 15% of your gross salary and 20% is even better. If 15% feels challenging, create and follow a budget to identify areas to save. If you've already been saving, don't dip into your retirement savings. When you change jobs, don't opt to take a cash distribution. There will be a 10% penalty and you have to start all over saving for your retirement.

IN YOUR 40S: CONTINUE WITH YOUR BUDGET

Don't take on big-ticket spending like trips, new vehicles, and house renovations that can make it hard to keep up with your retirement plan. Lifestyle creep happens as we begin to make more money. Stick to your budget and squirrel away more as your income increases. Consider not paying all college expenses. Share this expense with your adult children so you have more retirement savings. This will avoid needing them to care for you at a time when they need to provide for their own families.

IN YOUR 50S: CONTRIBUTE EVEN MORE

Plan on saving as much as possible. Once you turn 50, you can contribute more to your 401(k). Also, start planning your retirement. Put together an estimate of your income, including social security. Use an online calculator and start considering downsizing. Connect with a certified financial professional to get organized.

IN YOUR 60S: PLAN ON 30 GOLDEN YEARS

Retirement is within sight. You should plan for a 30-year retirement and that you will live until 95. Strategize for inflation by keeping some of your investments in stocks. For couples in good health, the higher earner should wait to collect Social Security until age 70. If you collect at 62, you will end up with 25-30% less than if you waited.





Money & Mental Health

Money, mental health, and physical health are connected. Mental health impacts how we view the world, our belief systems, our behavior, and our finances. High levels of financial stress can manifest itself physically as headaches or migraines, compromised immune systems, digestive issues, high blood pressure, muscle tension, and heart issues. Mentally, it can cause anxiety, depression, and a feeling of being overwhelmed. Physical and mental issues related to finances take a toll on relationships.

- 44% of individuals reported money as the leading cause of stress in their relationships. -

We need to strive for financial health to not only benefit our bottom line but to have personal wellbeing and happiness with our partners. Get to know your money and mood patterns. Take some time to think about how you feel about money and why.

For example, if you've struggled with money in the past or didn't have much money growing up, this might affect the way you feel about money now. Mental health impacts our ability to manage money and poor money management is detrimental for our mental health.

To understand your emotions and behaviors around money ask yourself the following questions:

- » Are there times when you're more likely to spend money?
- » Are there times when you're more likely to save money?
- » How does it feel when you spend money?
- » Do you feel differently when you're spending and saving?
- » What are the emotions and feelings you think of when you think about money?
- » Which aspects of dealing with money make your mental health worse?
- » Do you spend to make yourself feel better - a feeling like a temporary high?
- » Do you make impulsive financial decisions?
- » Do you have a dependency which makes you spend money? For example, gambling, alcohol, or drugs.

Consider and answer these questions to understand your habits and patterns around money. Seek resources for improved mental health and move forward financially by contacting your Employee Assistance Program (EAP).

800.386.7055

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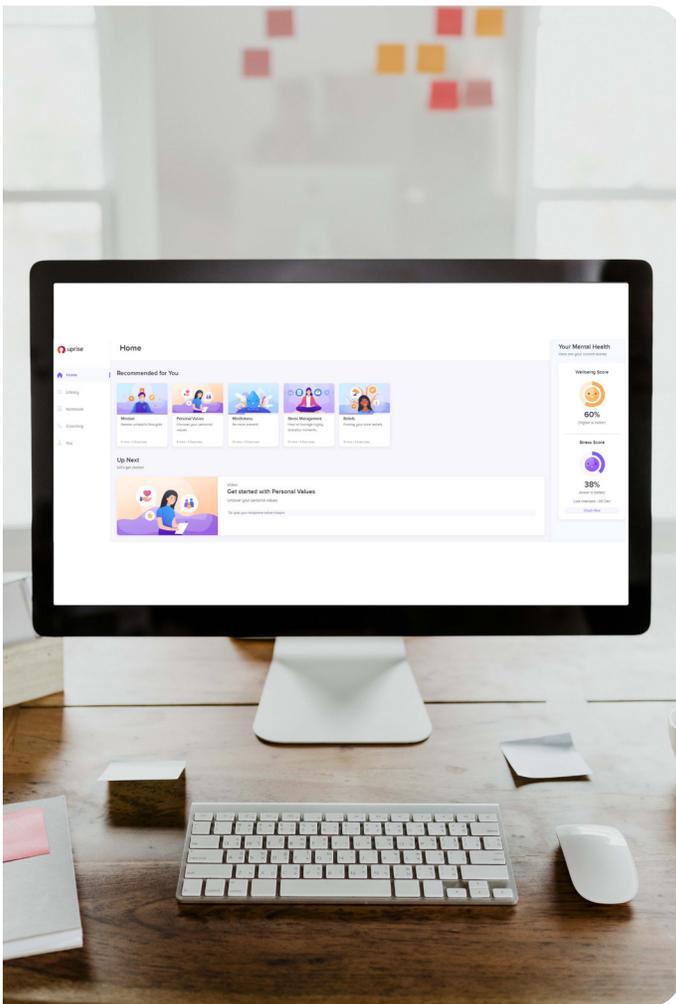
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Get connected with your digital EAP



There is an inseparable link between your mental and physical health. Understanding this connection means taking steps to care for your whole self. Your new digital EAP supports every member using a wellbeing assessment and an individualized care plan.

The wellbeing assessment is a concise survey that takes 2 minutes to complete and calculates your wellbeing score to create personalized digital support courses for you. You can access the assessment by downloading the Uprise Health app, and once you sign up you will be prompted to take the quick wellbeing assessment. Since your health changes daily, you can take the assessment as many times as you like to get updated scores and keep your support courses relevant to your changing needs.



Self-guided modules to help improve overall mental health and wellbeing

The Uprise Health mental health program features courses that are based on cognitive behavioral therapy interventions and are curated to your unique needs. You can guide yourself through the recommended courses or you can work with an Uprise Health licensed coach.

How to Get Started

- » Your enhanced digital mental health program is available from your desktop or mobile app, and includes skills training to develop your resilience, stress management and mental fitness.
- » Access is confidential. Take the assessment and check your wellbeing score.
- » Create an account with your email and the assigned access code.
- » Complete the assessment and check your wellbeing score.
- » Receive your own personalized recommendations.
- » Get started on your mental health and skill building with videos, audio and interactive exercises based on your personal preferences.

Visit <https://worklife.uprisehealth.com/> and enter your access code (**worklife**) to get started.

Resources & Events



This Month's Featured Webinar

Achieving Harmony: How to Maintain a Healthy Work/Life Balance

In an effort to “have and do it all,” many people feel stressed by the demands of both home and work and feel challenged to maintain balance. In this webinar you will learn how to recognize the signs of poor work life balance, create manageable work and personal goals, plan your time productively, including breaks, and distinguish when you need support and how to get it.

The monthly webinars with Personal Advantage are available on the 1st day of each month and past topics are available for viewing at any time. To view the webinars, log into the Uprise Health member site with your assigned Access Code and click “Work-Life Services”. Certificates of Completion are available by setting up a personal login and password within the Personal Advantage site.

Product Spotlight: Financial & Legal Services

Tap into the latest resources and get support for financial planning and legal services. The following services are available as part of your EAP program. Go to uprisehealth.com/members and enter your access code access the Work-Life portal.

Financial Help

30-days of access with a personal money coach who will work with the member toward financial wellness by identifying financial goals, assessing current financial situation, and providing a suggested detailed action plan. Plus, access to 100s of interactive financial calculators and tools.

Legal Services

One 30-minute legal consultation per each separate legal matter at no cost, 25% reduction from the normal hourly rate if member retains attorney or mediator.

New ID Breach Scan

Did you know 37 billion records of data have been stolen? This ultimately means that all of us have had our information compromised. Through our partnership with CLC, we are happy to introduce a new online tool that is available at no cost. Beginning January 2022, you can access this new service on the Work-Life portal. On the CLC website, you can enter your email to receive a report on where your personal information may be at risk.

This Month's Featured Blog

5 Money Mistakes That Can Harm a Relationship

Read Now:

<https://uprisehealth.com/resources/5-money-mistakes-that-can-harm-a-relationship>

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