

INTRODUCING:  
*Your Maternity Support Program*



PARAGON  
REHABILITATION

PCA  
PHARMACY

  
TRILOGY  
HEALTH SERVICES, LLC



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## 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

- \$200 Virgin Pulse Cash\*
- Anthem Future Moms Program
- Maternity Support Nurse Line from 8:00 a.m. – 10:00 p.m. EST\*
- 24-hour Anthem Nurse Line access\*
- The Mayo Clinic Guide to a Healthy Pregnancy Book\*
- 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 Lactation Consultant virtual visits
- Free folic acid vitamins\*
- Free onesie embroidered with your location/campus logo

*\*Anthem members only*



## VIRGIN PULSE INCENTIVE PROGRAM

As an incentive, Anthem members are eligible to earn \$200 Virgin Pulse Cash. This incentive covers the cost of 90 days worth of diapers for your newest addition(s).

In order to receive the incentive, employees must:

1. Create a Virgin Pulse wellness account at [join.virginpulse.com/trilogyfit](https://join.virginpulse.com/trilogyfit).
2. Apply for the Maternity Support Program by filling out the online application at [www.trilogyfit.org](https://www.trilogyfit.org). A confirmation email will be sent once application has been received.
3. Call the Anthem Future Moms Program at 1-800-828-5891 and complete an enrollment call and three (3) additional maternity calls with your Anthem Maternity Nurse. For more information about the maternity calls, visit the Anthem Future Moms Assessment Schedule online at [www.trilogyfit.org](https://www.trilogyfit.org).
4. Follow up with your physician, attending all prenatal appointments, and remain nicotine-free.
5. Email the Physician's Verification Form after delivery to [TrilogyFIT@trilogyhs.com](mailto:TrilogyFIT@trilogyhs.com)
6. Allow up to 60 days to complete processing and receive incentive within Virgin Pulse.

If you wish to enroll in the Anthem Future Moms program directly (and not receive the TrilogyFIT Incentive), you may contact Anthem at 1-800-828-5891. For any questions, contact [TrilogyFIT@trilogyhs.com](mailto:TrilogyFIT@trilogyhs.com). Redeem your VP Cash on [VirginPulse.com](https://VirginPulse.com).



“Motherhood: All love begins and ends there.”

– Robert Browning

## ANTHEM FUTURE MOMS PROGRAM

Ever wish you had a go-to source for all of your questions about pregnancy? Now you do. Future Moms is a program that can answer your questions, help you make good choices and follow your healthcare provider's care plan. It can help you have a safe delivery and a healthy child. Sign up as soon as you know you're pregnant. Just call us toll free at 1-800-828-5891. One of our registered nurses will help you get started. You'll get:

- A toll-free number so you can talk to a nurse coach 24/7 about your pregnancy. A nurse may also call you from time to time to see how you're doing.
- The Mayo Clinic Guide to a Healthy Pregnancy book that shows changes you can expect for you and your baby during your pregnancy.
- A screening to check your health risk for depression or early delivery.
- Other useful tools to help you, your doctor and your Future Moms Nurse keep track of your pregnancy and help you make healthier choices.
- Free phone calls with pharmacists, nutritionists and other specialists.
- A booklet with tips to help keep you and your new baby safe and well.
- Other helpful information on labor and delivery.

## 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

Early and consistent prenatal care has been proven to reduce the risk of pregnancy complications and reduce the baby's risks for complications. 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, so be sure to get the care you and your baby needs.

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. Along with 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 BABY<sup>1</sup>

- 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 have 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 TrilogYFIT's Tobacco Cessation Program. For additional information and support, please contact your Wellness Ambassador or visit the Tobacco Cessation page at [www.trilogYfit.org](http://www.trilogYfit.org).

<sup>1</sup> 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:

- National Coalition Against Domestic Violence at **[www.nccadbv.org](http://www.nccadbv.org)** or the 24/7 anonymous confidential hotline at 1-800-799-7233 (SAFE)
- BeWell Employee Assistance Program 24/7 at 1-800-424-4039 or **[www.MagellanAscend.com/member](http://www.MagellanAscend.com/member)**

If you are experiencing any form of domestic violence, you could potentially qualify for Trilogy Foundation support to help.

Please apply at: **[www.tfaforms.com/365246](http://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 pain 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*

## 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.



## 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 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 12 for details.

## FETAL ALCOHOL SYNDROME

Fetal Alcohol Syndrome (FAS) can occur when there is an exposure of alcohol to the body during pregnancy. One in one hundred U.S. births are to an infant with FAS. FAS produces physical and mental damage to a child while in the womb. This may include facial abnormalities, a disturbance in child development, learning disabilities, and more. Treatment can help, but it cannot be cured.

If you are a current alcohol user, you are encouraged to immediately enroll in the BeWell Employee Assistance Program powered by Magellan Health. It offers counseling, coaching, and online programs regarding alcohol usage and all assistance is confidential. Call 1-800-424-4039 to be connected with the right resource or professional as it is a 24/7 service. To learn more, visit **[MagellanAscend.com/member](https://MagellanAscend.com/member)**.

## 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 Lactation Support Policy. Contact your Business Office to obtain a copy of the policy.

## FUTURE MOMS BREASTFEEDING SUPPORT ON LIVEHEALTH ONLINE

Live video visits with a lactation consultant or registered dietitian for personalized nutrition and lactation support. Education guidance on:

- Breastfeeding
- Formula feeding
- Nutrition while breastfeeding
- Introducing solids to your baby
- Weight loss after delivery
- Stress management

Anthem members receive free lactation support from a certified lactation consultant via Anthem's LiveHealth Online virtual visit program. Register at **<https://livehealthonline.com/lactation>**.

## 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.

## HOW TO OBTAIN A BREAST PUMP

Anthem 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, Anthem 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 Anthem directly for reimbursement.
- Anthem 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.



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

*— Marion C. Garretty*

## 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 also help. 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. – 2:45 p.m.	Use Break to Express Milk
5:00 p.m.	Leave Work

## 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.



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

**Short-Term Disability** (STD) provides you with continuing weekly income while you are out of work. If eligible to submit a claim, benefits begin following a 14 calendar day waiting period from your first date of absence related to the disability.

To learn more about these benefits or to file a claim, contact the MetLife Claims Center at 1-877-638-8262 or visit **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 BMS at 1-800-919-2674 or visit **bmsllc.net**. For HSA details or questions, call Fidelity at 1-800-544-3716 or visit **401k.com**.

**Qualifying Life Event** - A Qualifying Life Event (QLE) is an IRS approved event that allows you to change your benefits outside of open enrollment. **You have 30 days following the birth of your child to add your baby to insurance 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 “Qualifying Life Event- How do I make changes to my benefits?” and make the change directly in ADP Vantage at **www.myadp.com**.

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.

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

## DIRECTPATH

DirectPath is your free single source for all benefit-related questions and assistance. It is available to all benefit eligible employees. 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
- Review doctor or hospital bills to ensure they have been appropriately billed to insurance

Contact DirectPath at 1-866-253-2273 (English and Spanish available)

Monday Friday: 7 a.m. - 8 p.m. CT; Saturday: 8 a.m. - 1 p.m. CT

## 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 **MagellanAscend.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

Contact BeWell Magellan to connect with the right resource or professional 24/7 at 1-800-424-4039.

Visit the Maternity Support Program page at [www.trilogyfit.org](http://www.trilogyfit.org) to complete your Maternity Support application

## HOW TO ENROLL IN THE MATERNITY SUPPORT PROGRAM

To enroll visit the Maternity Support Program page at [www.trilogyfit.org](http://www.trilogyfit.org) or refer to page 3 of this booklet for step by step instructions on how to apply. For any questions, contact [TrilogyFIT@trilogyhs.com](mailto:TrilogyFIT@trilogyhs.com).

### ELIGIBILITY

BENEFIT	Anthem -Insured	Non-Anthem Insured	Anthem-Insured Adoptive Parent (employee)
Anthem Future Moms Program with free lactation consultant virtual visits	X		
Pregnancy Book	X		
ER3 Recognition	X	X	X
Campus/Location Onesie	X	X	X
Anthem Nurse Call Lines (Maternity and Regular)	X		X
Free Breastpump	X		
DirectPath	X	X	X
BeWell Employee Assistance	X	X	X
Virgin Pulse Incentive	X		
Free Folic Acid Vitamins	X		

## RESOURCES

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
Iowa	1-515-281-6650	Massachusetts	1-800 942-1007
Kentucky	1-800-462-6122		
Check to see if you are eligible for WIC: <a href="http://www.fns.usda.gov/wic/wic-eligibility-guidelines">www.fns.usda.gov/wic/wic-eligibility-guidelines</a>			

- **Anthem Future Moms Maternity Nurse Line** 1-800-828-5891
- **Anthem Nurse Line (after-hours)** 1-800-700-9184
- **DirectPath** 1-866-253-2273
- **BeWell Employee Assistance Program** 1-800-424-4039
- **Virgin Pulse Customer Support** 1-888-671-9395
- **<https://livehealthonline.com/lactation>**  
Anthem LiveHealth Online Registration for free Lactation Consultant visits and lower cost pediatric and general health virtual visits.
- **National Breastfeeding Helpline** 1-800-994-9662 (TDD 1-888-220-5446)  
Trained breastfeeding peer counselors are available to answer questions.
- **[www.womenshealth.gov](http://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.com/perks](http://www.trilogyperks.employeediscounts.com/perks)**  
Find discounts in your area for baby related products. When registering, select "Trilogy Perks" and use registration code TrilogyPerks411.



**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

Participant Name: \_\_\_\_\_

Participant Email: \_\_\_\_\_

Campus Location: \_\_\_\_\_

The Virgin Pulse Incentive awards Trilogy, Paragon, and PCA eligible participants \$200 Virgin Pulse Cash into the employee's Virgin Pulse Primary Account. Participants will receive the incentive once they have attended all prenatal appointments, remained nicotine-free and completed all four (4) Future Moms Maternity sessions with Anthem.

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:** Email a copy of your completed Physician's Verification Form to [trilogyfit@trilogyhs.com](mailto:trilogyfit@trilogyhs.com) after your 6-week post-partum appointment with your provider.

Please allow up to 60 days to complete processing and receive incentive within Virgin Pulse.



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

Eligible employees earn \$200 Virgin Pulse Cash  
for completing the Maternity Support Program.

*To register log on to [www.trilogyfit.org](http://www.trilogyfit.org)*



**TRILOGY**  
HEALTH SERVICES, LLC