

INTRODUCING: *Your Maternity Support Program*



SYNCHRONY
HEALTH SERVICES
Pursuing Clinical Excellence, Together


TRILOGY
HEALTH SERVICES, LLC



TABLE OF CONTENTS

Welcome	2
Benefits to You	2
Virgin Pulse MSP Incentive Program.....	3
Anthem Future Moms Healthy Pregnancy Program	4
Choosing an Obstetrician	4
Prenatal Care.....	5
Free Folic Acid Vitamins.....	6
Tobacco and Your Baby	6
Are You a Victim of Domestic Abuse.....	7
Labor.....	7
Postpartum Depression.....	8
Lactation Policy and Support	8
How to Obtain a Breast Pump.....	9
After You Return to Work	10
Maternity Leave.....	11
Maternity and Insurance.....	11
Benefit Resource Center	12
How to Enroll in the Maternity Support Program.....	14
Eligibility	15
Resources.....	15
ER3 Recognition Form.....	16
Physicians Verification Form.....	17



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

- Anthem Building Healthy Families*
- 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
- Benefit Resource Center will assist 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
- 5,000 Virgin Pulse points

** Employees enrolled in the Trilogy Anthem health plan only*



VIRGIN PULSE INCENTIVE PROGRAM

As an incentive, Anthem members are eligible to earn 5,000 Virgin Pulse points. In order to receive the incentive, employees must:

1. Enroll in Virgin Pulse at join.virginpulse.com/trilogyfit.
2. Apply for the Maternity Support Program by filling out the online application at trilogyfit.org. A confirmation email will be sent once application has been received.
3. To enroll open the Sydney Health mobile app(download first if you haven't already) and go to My Health Dashboard. Choose Building Healthy Families tile under Featured Programs. *If enrolling prior to 4/1/23, Contact Anthem Future Moms Program at 1-800-828-5891. If you need assistance reaching Future Moms Program, please contact an Anthem Health Advocate at 833-916-2010.*
4. To complete the Building Healthy Families program you will need to complete the following:
 - Set up your profile
 - Meet with the pregnancy screener prior to delivery
 - Complete at least 1 prenatal questionnaires prior to delivery
 - Complete the post-partum questionnaire within 56 days of delivery
If you began the Maternity Support Program under Anthem Future Moms, you will need to do the following: Complete 4 maternity calls with Anthem's Future Moms Program. Once you are enrolled with Anthem Future Moms Program, you can expect the following when Anthem reaches out: This may be an out of town number and they will not leave a voicemail unless your complete name is indicated in your voicemail recording. You can anticipate one call per trimester and one at 6-weeks postpartum. View the entire schedule with details at trilogyfit.org/maternity-support/.
5. After you complete the post-partum questionnaire or call, complete the Physician Verification Form found in the guide and at trilogyfit.org/maternity-support/ to verify completion of 100% all prenatal appointments and to confirm you are nicotine-free. Forms are to be submitted to trilogyFIT@trilogyhs.com.

Please allow for up to 60 days for processing before receiving Virgin Pulse incentive.

If you wish to enroll in the Anthem Building Healthy Families (Formerly Future Moms) program directly (and not receive the TrilogyFIT Incentive), you may contact Anthem at 800-828-5891. For any questions, contact TrilogyFIT@trilogyhs.com.

“Motherhood: All love begins and ends there.”

– Robert Browning

ANTHEM BUILDING HEALTHY FAMILIES

A program to support growing families. Anthem's new, all-in-one program, can help your family grow strong whether you're trying to conceive, expecting a child, or in the think of raising children.

- Personalized, digital support through the Sydney Health mobile app or on anthem.com.
- Unlimited access to resources for pregnancy and beyond:
 - Track your ovulation
 - Monitor prenatal health risks, such as high blood pressure.
 - Receive updates on your pregnancy progress, like development of baby and body changes.
 - Log feedings, diaper changes, growth, vaccinations, and developmental milestones.
- Health and wellness expertise for your family and pregnancy
 - Talk to a health coach via chat or phone during pregnancy about your questions and concerns.
 - Connect with a maternity nurse and access lactation support.

CHOOSING AN OBSTETRICIAN

Choosing the right doctor to care for you and your new baby is incredibly important. The Benefit Resource Center 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.

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.

PRENATAL VITAMINS THROUGH SYNCHRONY PHARMACY AT ZERO COST

Prenatal vitamins play an important role in healthy pregnancies and healthy babies. If you are currently enrolled in our medical plan, you are eligible to receive prenatal vitamins through Synchrony Pharmacy by following these steps:

1. Request a prescription from your doctor for prenatal vitamins – brand selection will be determined by Synchrony Pharmacy
2. Submit the prescription to Synchrony Pharmacy
 - a. If you have not enrolled in Synchrony Pharmacy, this will be your first step:

Visit **synchronyhspharmacy.com** to enroll. Information collected will likely include:

- Full name
- Employee number
- Address
- Phone number
- Date of Birth
- Gender
- Allergies



- Drug profile, health conditions & diagnosis.
- FSA/HSA card information for payment (if preferred method of payment).
- Payroll deduction authorization
- Preferred contact method for prescription updates from Synchrony Pharmacy: SMS, e-mail, automated phone.

If you have any questions, please contact Synchrony Pharmacy customer service at 1-866-290-1480 for assistance.

We wish you a happy and healthy pregnancy!

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 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 TrilogyFIT's Tobacco Cessation Program. For additional information and support, please visit the Tobacco Cessation page at www.trilogyfit.org.

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:

- National Coalition Against Domestic Violence at **www.ncadbv.org** or the 24/7 anonymous confidential hotline at 1-800-799-7233 (SAFE)

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 Marketplace Chaplains through the MyChap app is available 24/7, via phone, video chat, text or email to extend care, concern, compassion, and hope. Visit trilogyfit.org/mental-wellness-resources/

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.

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.

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>.

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.

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

— Marion C. Garretty

- 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.
- Employees who are not members of Anthem should contact the Benefit Resource Center for possible enrollment in the Health Insurance Marketplace or other opportunities to obtain a breast pump.

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

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

MATERNITY LEAVE

PARENTAL LEAVE BENEFIT - Trilogy supports employee's financial wellbeing during leaves associated with the birth or adoption of a child. Parental leave is available to all full-time and part-time employees who have worked at Trilogy for at least six consecutive months.

Trilogy's parental leave benefit pays you 100% of your weekly earnings. The length of your benefit is based on how long you have worked with Trilogy.

- Six months to one year of consecutive employment with Trilogy: 100% salary replacement for three weeks.
- One year or more of consecutive employment with Trilogy: 100% salary replacement for six weeks.

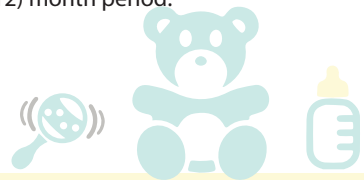
Your paid parental leave can begin as soon as two weeks before the expected day of your birth or adoption but must be taken within the first twelve months of the birth or adoption event. If both parents work for Trilogy, they are not required to take their paid leave at the same time.

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 the Benefit Resource Center.

Short-Term Disability (STD) provides you with continuing weekly income while you are out of work. During the waiting period, the employee may use PTO. Once the waiting period exhausts and the claim begins to pay, PTO may not be used.

To learn more about these benefits, contact the Benefit Resource Center at 888-350-0532 or visit myhrworks.com/erc-trilogy.

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.



The Marketplace Chaplains through the MyChap app is available 24/7, via phone, video chat, text or email to extend care, concern, compassion, and hope.

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 the Benefit Resource Center 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.

BENEFIT RESOURCE CENTER

The Benefit Resource Center 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. The Benefit Resource Center 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
- Review doctor or hospital bills to ensure they have been appropriately billed to insurance

Contact Employee Benefit Resource Center at 1- 888-350-0532

Monday - Thursday: 9:00 am – 7:00 pm EST

Friday: 9:00 am – 5:00 pm EST

Saturday: 9:00 am – 1:00 pm EST

Log on to the Maternity page on www.trilogyfit.org to complete your Maternity Support Application.

MARKETPLACE CHAPLAIN CARE SERVICE

24/7 access to your care team via phone call, video chat, text, or email through the MyChap App. Location ID listed below to use once you download the free MyChap App. Chaplains are there to extend care, concern, compassion, and hope.

- Available 24/7 to you or your family
- Upon your invitation, your Chaplain will visit your home, hospital, nursing home, funeral home or jail
- Can meet you at a neutral site away from the workplace
- Discuss confidential issues:
 - o Stress
 - o Parenting
 - o Marriage
 - o Financial Concerns
 - o Addiction
 - o Aging Parents
 - o Serious Illness
 - o And More
- Grief, family deaths and funerals

Location ID:

Home Office, Synchrony Pharmacy and Synchrony Rehab Home Office and Elite — 121193

Kentucky Campuses — 121197

Ohio Campuses — 121198

Indiana Campuses — 121199

Michigan Campuses — 121200

National Care Center 800-775-7 657

www.mchapusa.com

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 can may include facial abnormalities, a disturbance in child development, learning disabilities, and more. Treatment can help, but it cannot be cured.

HOW TO ENROLL IN THE MATERNITY SUPPORT PROGRAM

To enroll visit the Maternity page at 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.

ELIGIBILITY

BENEFIT	Anthem -Insured	Non-Anthem Insured	Anthem-Insured Adoptive Parent (employee)
Anthem Building Healthy Families Program with free lactation consultant virtual visits	X		
Pregnancy Book	X		
ER3 Recognition	X	X	X
Onesie	X	X	X
Anthem Nurse Call Lines (Maternity and Regular)	X		X
Free Breastpump	X		
Benefit Resource Center	X	X	X
Marketplace Chaplain Services	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
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			

- **Anthem Maternity Support Nurse Line** 1-800-828-5891
- **Anthem Nurse Line (*after-hours*)** 1-800-700-9184
- **Benefit Resource Center** 1-888-350-0532
- **Marketplace Chaplain Program National Care Center**
800-775-7 657
www.mchapusa.com
- **Virgin Pulse Customer Support** 1-866-941-2143
- **<https://livehealthonline.com/lactation>**
Anthem LiveHealth OnlineRegistration 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**
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. First time visitors/ users register with 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 VERIFICATION FORM

Participant Name: _____

Participant Email: _____

Campus Location: _____

The Virgin Pulse Incentive awards Trilogy and Synchrony eligible participants 5,000 points into the employee's Virgin Pulse Primary Account. Participants will receive the incentive once they have completed all aspects of the program.

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 Verification Form to 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.



TRILOGY
HEALTH SERVICES, LLC