

The Office of Human Resources

Summer 2023

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The Office of Human Resources presents *The Deep Dive*, a quarterly newsletter where you will find useful information and tips on all things benefits, wellness, and retirement.

BENEFITS

Taking a Leave of Absence? - Tips and Recommendations

- If an employee anticipates being absent for more than five (5) consecutive business days or seven (7) calendar days, they are required to submit a leave claim to NSU's leave administrator, Lincoln Financial Group. Please refer to [this link](#) for detailed instructions on how to submit a leave claim.
 - It is important to note that employees on continuous leave should **refrain** from engaging in any work-related activities.
 - The Family and Medical Leave Act (FMLA) and Short-Term Disability (STD) benefits run concurrently. Therefore, **employees must utilize all accrued time** off before STD benefits come into effect.
 - Employees who are returning from FMLA/STD leave due to their own medical condition are required to submit a completed return-to-work form, provided by their medical provider, to loa@nova.edu **PRIOR** to their return.
 - For employees on intermittent leave, it is necessary to request time off **both** in Kronos and register the time off with Lincoln Financial Group.
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BCBS Care Connect Live

For inquiries or concerns regarding billing, claims, or locating an in-network healthcare provider, you can reach out to BCBS Care Connect Live through the following contact details: Dial **866-377-5102** and **press Option 2 after the prompt**. This resource is designed to assist you with any questions or issues you may have.

In-Network Provider Disclaimer

If your healthcare provider is not within the BCBS network, you will be liable for expenses that are not covered by in-network providers. Prior to receiving treatment, it is essential to verify with your provider whether they are affiliated with BCBS.

While you retain the right to contest or challenge exorbitant costs, BCBS **CANNOT** provide assistance if your provider is not part of their network.

For leaves or benefits related questions, please contact us at loa@nova.edu

WELLNESS

Strive powered by Virgin Pulse

You now have access to ICUBA's new and improved wellbeing program, Strive powered by Virgin Pulse.

It's our new digital health incentive platform. Employees, spouses/domestic partners enrolled in NSU medical program can earn up to **\$250** in Strive Cash and earn points to unlock up to additional **\$100** in Strive Cash starting April 2023 through March 2024.

- **Biometric Screening = \$100 Strive Cash**
- **Health Check Up = \$50 Strive Cash**
- **Onsite/Campus Events Activities (10 events) = \$100 Strive Cash (\$10 each)**

TOTAL REWARDS = \$250 Pulse Cash

Earn up to \$100 more in rewards! - You can participate in additional healthy activities throughout the year to earn points, move through the levels and earn Pulse Cash as you level up. Simply complete your priority activities to unlock these rewards!

- **Level 1 = 7,000 Points / \$10 Strive Cash**
- **Level 2 = 25,000 Points / \$20 Strive Cash**
- **Level 3 = 40,000 Points / \$30 Strive Cash**
- **Level 4 = \$60,000 Points / \$40 Strive Cash**

TOTAL REWARDS = \$100 Pulse Cash

How do I access Strive?

- Log in to your My Health Toolkit account at www.myhealthtoolkitfl.com
- Select Wellness
- Select Strive

You'll begin with the Health Assessment, a short, confidential survey. It assesses your health across factors ranging from fitness to mental health. You'll receive a personalized report with suggested steps that work with your lifestyle.

Meru Health

Personal Coaching for Better Emotional Health

ICUBA members can sign up for FREE and is extended to all household members who are at least 18 years of age.

Meru Health's Coaching Program includes:

- An eight-week, app-based program that pairs you with a licensed emotional intelligence coach to guide you on your path
- Your dedicated coach provides continuous support via video calls and unlimited in-app chat
- Interactive lessons and practices help you reach your goals, with new content updated daily
- Learn important skills and strategies to help you reduce stress and burnout, increase resilience, improve wellbeing, and become your best self

Scan the QR code or visit meruhealth.com/rfl to learn more and get started

Did You Know That Lincoln Financial Group Offers EAP Services?

You have hopes, dreams, and goals for your future. So, when you encounter bumps along the road, you'll be glad to know the *EmployeeConnect*SM program is on your side. Whether it's a helping hand during tough times or a bit of professional guidance, we're here for you with the support you need to keep moving forward.

With *EmployeeConnect*SM, help is available 24/7 for you and your dependents at no cost to you – for:

- Depression
- Marital or family difficulties
- Managing stress and anxiety
- Substance abuse
- Legal and financial matters
- Locating child or elder care
- Moving and relocation
- Planning for college, events, or vacation
- Family planning and pregnancy health



Take advantage of *EmployeeConnect*SM

For more information about the program, visit GuidanceResources.com, download the *GuidanceNow*SM mobile app, or call **888-628-4824**.

GuidanceResources.com login credentials:

Username: **LFGSupport** Password: **LFGSupport1**



Scan the QR code to learn more about how *EmployeeConnect*SM services can help!

Upcoming Wellness Seminars

Employee Wellness Seminar with HCA: Rheumatoid vs Osteoarthritis (Online)

July 27, 2023 at 12:00 PM

[Click Here](#) to sign up

For wellness related questions, please contact our Sr. Benefits Administrator Employee Wellness Ronenia Jenkins at rjenkins@nova.edu

RETIREMENT

Need to Request a Loan or Withdrawal from your retirement account?

Employees have the option to request a loan or withdraw funds from their NSU retirement plans.

There are taxes and penalties that apply to hardship withdrawals (but not to loans), so you should consider such an option as a last resort before accessing funds.

If you are legally married and intend to request a loan or withdrawal, it is mandatory to have the request form notarized and signed by your spouse. Failure to comply with this requirement will result in a delay in receiving the funds.

To request a loan or withdrawal, please contact TIAA at **800-842-2252**

NOTE: Only **ONE** outstanding loan at a time is permissible

TIAA/CAPTRUST One-on-One Financial Advice Sessions

As a participant in the NSU retirement plans, you have access to personalized advice on the NSU retirement plans' investment options from both CAPTRUST and TIAA.

Whether you're just starting out or close to retirement, you can meet online, by phone or in person to discuss your specific financial goals and how to plan for them. This service is available as part of your retirement program at no additional cost to you.

To schedule an advice session, call the CAPTRUST Advice Desk at 800-967-9948. Or visit captrustadvice.com/scheduler and click Get Personal Advice Here in the upper-right corner. To schedule a TIAA session online visit TIAA.org/schedulenow or call 800-732-8353, weekdays, 8 a.m. to 8 p.m. (ET).

For retirement related questions, please contact us at ohr-retirement@nova.edu

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