



IRON MOUNTAIN



**BENEFITS &
WELLBEING**

CARE FOR YOUR EMOTIONAL WELLBEING

Life can be a lot. Whether we're focused on maintaining resilience, grappling with everyday stress or managing life's moments and matters, we can all benefit from expert help to feel our best. That's why Iron Mountain provides a spectrum of resources to care for the mental and emotional needs of you and your family.

Click the links below to find resources to support these common needs.



Maintaining Resilience



Managing Stress



Avoiding Burnout



Talking to Someone



**Caring for a Child's
Emotional Wellbeing**



Substance Use Recovery



**Resources During
Treatment and Recovery**



Arrival of a Child



At-Risk Care



**Resources for
People Managers**

U.S. Mountaineers



IF YOUR GOAL IS
TO MAINTAIN
EMOTIONAL
RESILIENCE
AND
STRENGTHEN
YOUR TOTAL
WELLBEING...

To learn more about all the benefits available to Mountaineers, visit the Emotional Wellbeing page on irmbenefits.com.



MAINTAINING RESILIENCE

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Practice Mindfulness & Develop Healthy Habits:** Iron Mountain's Lifestyle Coaching through Aetna is here to support your total wellbeing. This personalized coaching program can help you eat better, get more active and take charge of your health. You also choose how and when to interact with the program. There are three kinds of coaching: one-on-one phone coaching, live group coaching webinars, and self-directed digital coaching. Log in to your member website at aetna.com and select "Well-being Resources" or call Aetna at **866.533.1410 (TTY: 711)**.
- ✓ **Build Resilience to Weather Tough Times:** When challenges arise, it helps to have a full storehouse of resilience. This [Resources for Living toolkit](#) can help you find and practice the art of self-care.

RESOURCES PROVIDED THROUGH YOUR MEDICAL PLAN:

KAISER PERMANENTE.

- ✓ **Sleep Better & Develop Healthy Habits:** MyStrength and Calm are free mobile self-care apps to help you manage your emotional health and stress. Both platforms offer meditations for easing anxiety and better sleep. For more information, or to download the apps, visit kp.org/selfcareapps.
- ✓ **Practice Mindfulness:** Meditation exercises can help your mind and body recover from stress. Try the audio meditations at kp.org/listen.

Questions? Start Here:

GET INFORMED

Visit [PsychHub's](#) comprehensive mental health library. You can even be certified as a mental health ally. To login, enter your email and full name, agree to the terms & conditions, and click "sign up".

FIND SERVICES & SUPPORT

Contact *Resources for Living* for free, confidential support 24/7. Access the website at go.rfl.com/IRM.

 **833.657-2101**,  Username – *irm*
TTY: 711 Password – *mountaineer*

BOOST YOUR WELLBEING

Participate in the LiveWell program to take action and earn rewards. Learn more at irmbenefits.com.



IF YOU NEED
HELP MANAGING
DAY-TO-DAY
STRESSORS IN
YOUR PERSONAL
OR PROFESSIONAL
LIFE...



IF CHRONIC
STRESS IS
CAUSING YOU
EMOTIONAL,
MENTAL OR
PHYSICAL
EXHAUSTION...

Learn more at
irmbenefits.com



MANAGING STRESS

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Caregiving Resources:** Free and confidential daily life assistance from Resources *for Living* can help you find local options that fit your budget for:
 - Childcare
 - Care for older adults
 - Home health aides
 - Skilled nursing and more
 - Caregiver support
 - Pet care
 - Support and interest groups
- Visit [here](#) to get started.
- ✓ **Learn How to Manage Stress:** Log on to your Resources *for Living* member website or click [here](#) to visit the stress resource center. You'll find articles that can help you understand your stress and build resilience.

AVOIDING BURNOUT

RESOURCES AVAILABLE TO ALL MOUNTAINEERS:

- ✓ **Take Time Away from Work:** Full-time Mountaineers are eligible for paid vacation time, based on work schedule, role and years of service. And when you simply need to take a day away from work, our paid time off programs are meant to support you. For more information, visit irmbenefits.com/paid-time-off.
Additionally, you can consider approved, unpaid personal leave. To learn more about this option, visit irmbenefits.com/personal-leave.
- ✓ **Learn to Prevent Burnout:** Burnout can leave you feeling physically and emotionally drained at work and at home. This [Resources for Living toolkit](#) can help you spot the signs and take action to feel better.

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IF YOU NEED A
PROFESSIONAL
AND CARING
CONSULTANT
TO HELP YOU
THRIVE...

Learn more at
irmbenefits.com



TALKING TO SOMEONE

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Manage Depression or Anxiety, Relationship Issues (Personal and Work), or Feelings of Grief, and Build Resiliency:** Access up to five counseling sessions per issue each year for you or your household members. These sessions can be used when a need arises, or if you just want general information and help enhancing your overall emotional health and resilience. Counseling sessions are available in person, via phone, or as virtual visits. Multiple languages are supported and it's free and 100% confidential. To get started, access go.rfl.com/IRM.
- ✓ **Get Free Coaching** to achieve your personal wellbeing goals. Iron Mountain's Lifestyle Coaching can help you eat better, get more active and take charge of your health. You also choose how and when to interact with the program. Get started on a plan to feel your best by visiting aetna.com and select "Well-being Resources" or call Aetna at **888.216.8573**.

RESOURCES PROVIDED THROUGH YOUR MEDICAL PLAN:



- ✓ **Contact Teladoc:** Access mental healthcare anytime, anywhere through virtual consultations with licensed providers and self-guided programs for building resiliency at your own pace. For more information, visit member.teladoc.com/aetna.
- ✓ **Get AbleTo Coaching:** If you have a chronic condition, you can meet 1-on-1 with a virtual coach or licensed therapist to guide you through a personalized program proven to reduce depression, stress, and anxiety. To learn more, visit member.ableto.com/aetna.
- ✓ **Find a Network Provider:** For psychological or psychiatric care, search for providers in the Aetna network. Log in to your account at aetna.com to find providers near you.



- ✓ **Find a Network Provider:** For psychological or psychiatric care, search for providers in the Kaiser network: healthy.kaiserpermanente.org/southern-california/doctors-locations#/search-form.

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GLOBAL EVENTS HAVE UNDERSCORED THE NEED TO **SUPPORT THE EMOTIONAL WELLBEING OF CHILDREN AND ADOLESCENTS.**

IF YOUR CHILD IS STRUGGLING, THEY ARE NOT ALONE. EXPLORE THESE RESOURCES DESIGNED TO SUPPORT YOUR KIDS—AND YOU. HELP PARENTS AND FAMILIES CONFRONT THESE CHALLENGES.

Learn more at irmbenefits.com



CARING FOR A CHILD'S EMOTIONAL WELLBEING

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Take Charge of Your Family's Total Wellbeing:** Providing care and support for your loved ones can be overwhelming. If your to-do lists are getting too long and you need a helping hand, Resources for Living has resources to keep you moving forward. For more information, access go.rfl.com/IRM.

RESOURCES PROVIDED THROUGH YOUR MEDICAL PLAN:



- ✓ **Make the Most of Your Benefits:** Aetna 1 Advisor (A1A) allows you to focus more on your family's wellbeing, and less on complicated benefits. Advisors can help you coordinate calls with providers, resolve claim issues, schedule appointments and more. To contact an advisor, visit aetna.com or call **888.216.8573**.
- ✓ **Find a Provider:** For adolescent counseling and other emotional wellbeing services, search for pediatric specialists in Aetna's network. Log in to your account at aetna.com to find providers near you.
- ✓ **Approach Suicide Prevention as a Parent:** Take care of your teenagers with dedicated tools for supporting your child's emotional wellbeing. View [the guidebook](#) to get started.
- ✓ **AccessBrightline:** For on-the-go information, coaching and telehealth counseling for children and their caregivers. Visit hellobrightline.com/ironmountain to get started.



KAISER PERMANENTE

- ✓ **Find a Provider:** For adolescent counseling and other emotional wellbeing services, search for pediatric specialists in Kaiser's network: healthy.kaiserpermanente.org/southern-california/doctors-locations#/search-form.

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IF YOU OR A FAMILY MEMBER IS LIVING WITH **SUBSTANCE USE DISORDER...**

Learn more at irmbenefits.com



SUBSTANCE USE RECOVERY

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Talk to an Expert & Find Community Resources:** Resources for Living provides up to five counseling sessions per condition for you or your family members, in person, via phone, or through virtual visits or by phone. It's free and 100% confidential. Resources for Living can also connect you with community resources for managing day-to-day challenges. For more information, access go.rfl.com/IRM.

RESOURCES BASED ON ELIGIBILITY:

- ✓ **Take Time Away from Work:** All Mountaineers are eligible for unpaid, qualified leaves under the Family and Medical Leave Act (FMLA). Depending on eligibility, you may have access to paid disability leave or to approved, unpaid personal leave. For more information, visit mylincolnportal.com (Company code: IronMountain).

RESOURCES PROVIDED THROUGH YOUR MEDICAL PLAN:

♥ aetna®

- ✓ **Find a Provider:** Dedicated emotional wellbeing facilities and programs can support recovery from mental illness of all kinds. Log in to your account at aetna.com to find providers near you.
- ✓ **Recognize Substance Use Disorder:** Access [online resources](#) on substance use to identify the problem and learn what to do.
- ✓ **Access Virtual Recovery Tools:** With [Workit Health](#), you can access online coaching, therapy, Medication Assistant Treatment, digital learning and peer support (only available in select states; login to your account at aetna.com for more details).

KAISER PERMANENTE.

- ✓ **Find a Provider:** Dedicated emotional wellbeing facilities and programs can support recovery from mental illness of all kinds. Search for providers and programs: healthy.kaiserpermanente.org/southern-california/doctors-locations#/search-form.

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IF YOU ARE UNDERGOING LONG-TERM MEDICAL TREATMENT OR RECOVERING FROM MAJOR SURGERY...



IF YOU RECENTLY WELCOMED A NEW MEMBER INTO YOUR FAMILY...

Reminder: Don't forget to visit [Global HR Service](#) or call **855.462.7547** to add your new child as a medical plan dependent and consider other life event choices.

Learn more at irmbenefits.com



RESOURCES DURING TREATMENT AND RECOVERY

RESOURCES BASED ON ELIGIBILITY:

- ✓ **Get Support through Your Medical Plan:** Aetna and Kaiser both offer care management support for any long-term or chronic condition, pre-surgery consultation and post-surgery recovery and rehabilitation. Aetna members contact an Aetna 1 Advisor at aetna.com or call **888.216.8573**. Kaiser members visit healthy.kaiserpermanente.org or call **800.464.4000**.
- ✓ **Take Time Away from Work:** All Mountaineers are eligible for unpaid, qualified leaves under the Family and Medical Leave Act (FMLA). Depending on eligibility, you may have access to paid disability leave or to approved, unpaid personal leave. For more information, visit mylincolnportal.com (Company code: IronMountain).

ARRIVAL OF A CHILD

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Take Time Away from Work:** You can access up to eight weeks of paid time off from work after the birth, adoption or fostering of a child. For more information, visit irmbenefits.com/parental-leave.
- ✓ **Find a Caregiver & Adjust to Life as a Parent:** Resources for Living can help find solutions to the challenges you may face as a new parent. You can access confidential support for managing parenting and family relationships. And you can find childcare resources, including schooling and support for children with special needs. For more information, access go.rfl.com/IRM.
- ✓ **Access Quality Care Providers:** With Care@Work, you can find the right person to care for your child, aging parent or pet while you're at work. To get started, sign up at im.care.com.

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IF YOU OR SOMEONE YOU KNOW IS IN IMMEDIATE NEED OF EMOTIONAL WELLBEING SERVICES OR COMMUNITY ASSISTANCE...

When it's an emergency, don't hesitate – call 911.

Learn more at irmbenefits.com



AT-RISK CARE

RESOURCES AVAILABLE TO ALL MOUNTAINEERS AND ELIGIBLE FAMILY MEMBERS:

- ✓ **Intervene to Save Lives:** If you or someone you know is at risk for suicide, call the National Suicide Prevention Lifeline at **800.273.8255 (TALK)** or dial **988**. Free and confidential support is available 24/7.
- ✓ **Respond to a Natural Disaster:** If you have been affected by a natural disaster, contact Resources for Living for needs-based research and help finding community resources. For more information, access the crisis and disaster resource center [here](#).

RESOURCES PROVIDED THROUGH YOUR MEDICAL PLAN:



- ✓ **Approach Suicide Prevention as a Parent:** Take care of your teenagers with dedicated tools for supporting your child's emotional wellbeing. View [the guidebook](#) to get started.
- ✓ **Respond to a Natural Disaster:** If you have been affected by a natural disaster, call Aetna at **877.374.2779** for 24/7 in-the-moment emotional support and help finding community resources.

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RESOURCES TO SUPPORT YOUR PERSONAL WELLBEING AND TO HELP YOUR TEAM THRIVE AT WORK...

Learn more at irmbenefits.com



RESOURCES FOR PEOPLE MANAGERS

As a people leader, it helps to prioritize your own resilience so you can elevate your team's wellbeing and performance. These resources help you stay strong and support your team.

RESOURCES TO SUPPORT YOUR WELLBEING AS A LEADER:

- ✓ **Discover Tools for Your Own Resilience:** Iron Mountain's Livewell program has resources to support your total wellbeing. Get started on a plan to feel your best as a leader by contacting [Aetna](#).
- ✓ **Participate in Manager Consultations:** Confidential, one-on-one telephone consultations are available 24/7 for managers. Consultations take place with Resources for Living Management Consultants (MCs), who are licensed mental health professionals. They can provide support for tough situations and more. Check out [this flyer](#) to learn how they can support your team.
- ✓ **Schedule Team Training:** As a people manager, you can request trainings that can help support a culture of emotional well-being. Topics include caregiving, health and wellness, mental wellbeing, personal improvement, professional development for employees and managers and more. Check out available topics and request a training through [this catalog](#).
- ✓ **Get Leadership Support:** Call on a specialized team at Resources for Living to address your inquiries on resilient leadership and ensure the wellbeing of your team. Coaching is provided on how to approach the employee and engage in a supportive conversation.
- ✓ **Access Critical Incident Support:** If you or your team members experience a crisis and need to reach out for critical incident services, Resources for Living is here for you 24/7 to help with:
 - Communication support
 - Onsite group sessions
 - Onsite individual counseling

BE A MENTAL HEALTH ALLY

[PsychHub](#) is a mental health platform for education, connection and engagement solutions.

- ✓ **Enter your name and e-mail,** agree to the terms and conditions and click "Sign up." Scroll to the bottom to review the Series: Mental Health Ally.
- ✓ **Show your Mental Health Ally Certification:** Add your certification in your IRM email signature and help us elevate mental wellbeing to create a culture of belonging for all Mountaineers.

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