

# Benefits

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# New Team Member - Enroll Now

## Welcome to Vivid Impact!

You are eligible for Benefits the 1st day following your first full month of service.

## How to Enroll:

To enroll for your benefits elections, please complete your enrollment here:

**Visit the the Benefits Connect Website:**

<https://enroll.benefitsconnect.net/vivid>

**Username:** First six letters of last name, first letter of first name, last four digits of your social security number (**example jsmith1234**)

**Password:** Your social security number (no dashes) (**example 234567890**)

For questions, please contact the HR Team at [hrehelp@vividimpact.com](mailto:hrehelp@vividimpact.com) or 502-323-5314.

Please make sure you enroll no later than the last day of the month you are eligible.  
If you are eligible May 1st, enroll no later than May 31st.

Thank you!

# Employee Assistance Program & Emergency Resources

## **Anthem Employee Assistance Program**

- Connect with a Counselor
- Legal Resources
- Financial Planning
- Work-life Resources

### **Employee Assistance Program**

#### **Employee Assistance Program Log In**

*Company Name:* Anthem Kentucky  
or Call 800-999-7222 Option 1

### **Vivid Impact HR Help**

502-495-6900 Option 2

## **EMERGENCY RESOURCES**

### **911 Emergency**

800-273-8255 **National Suicide Prevention Lifeline**

800-799-7233 **National Domestic Violence Hotline**

800-996-6228 **Family Violence Helpline**

800-784-2433 **National Hopeline Network**

800-366-8288 **Self-Harm Hotline**

800-230-7526 **Planned Parenthood Hotline**

800-222-1222 **American Association of Poison Control Centers**

800-622-2255 **Alcoholism & Drug Dependency Hope Line**

800-233-4357 **National Crisis Line, Anorexia and Bulimia**

888-843-4564 **LGBT Hotline**

866-488-7386 **TREVOR Crisis Hotline**

800-221-7044 **AIDS Crisis Line**

800-422-4453 **The Childhelp National Child Abuse Hotline**

877-565-8860 **The Trans Lifeline**

# Benefits Booklet



**Vivid Impact**  
*...be brilliant.*

## **2024 Benefits Booklet**

### **Anthem Enrollment Booklet:**

- **PDF**
- **Online Interactive Guide**

# 2023 Insurance Move to Anthem

**If you have any questions, please reach out to Susan Schmidt or Julia Barker at Altman Insurance Services. Call (502) 637-4041 or [Email Susan & Julia](#)**

**[Access Vivid Impact Benefits Booklet and Anthem Benefits Booklet Here.](#)**

## **Vivid Impact Team Members,**

**Earlier this year, Humana announced they are no longer offering group medical coverage. Starting September 1, 2023, Vivid Impact's medical, dental and vision coverage will be offered through Anthem. You'll have the same plan offerings through Anthem and your rates will stay the same. Below are a few things to keep in mind as we make this move from Humana to Anthem:**

## **You do not need to do anything!**

We will make sure you are enrolled in the same plan with the same coverage type for medical, dental and vision (if applicable) with Anthem for September 1 – December 31, 2023. As always, you will have an opportunity at Open Enrollment in November to make any changes to your current elections for the January 1, 2024 renewal.

## **Your deductible and out of pocket accumulations with Humana will be credited toward the Anthem plan**

If you have met or have had payments toward your deductible and maximum out of pocket on the current Humana plan, those amounts will be credited to the Anthem plan. Please note the credits will be applied approximately 4-6 weeks after the September 1 effective date.

## **Great, extensive network of doctors and hospitals!**

The Anthem medical network is the Blue Access PPO network. In Kentucky, the Blue Access PPO network includes 100% of the hospitals and 96% of providers. To find out if your providers are in-network go to [anthem.com/find-care/](https://anthem.com/find-care/).

## **Talk to your doctor now about prescription differences between Humana and Anthem.**

If you are taking a maintenance medication (monthly medication to manage a chronic condition) make sure to get your last fill through the Humana plan as close to September 1st as possible.

That way you have time to work with your provider and the pharmacy to update your information to Anthem's plan in time for the monthly fill needed in September. Anthem's drug list is the Essential list. You may have to move to a drug equivalent covered under Anthem as all carriers have different drug lists.

## **Vivid Impact's Silver status premium discount will continue through 12/31/2023.**

If you are currently receiving the Silver status discount, you will continue to receive the discount through 12/31/2023 toward the Anthem medical coverage.

## **Enjoy the same great dental benefits through Anthem!**

The Anthem dental plan has the same great benefits as your current plan. To find a participating provider go to [anthem.com](https://anthem.com) and search for the Anthem Dental Complete Network.

## **Experience the benefits of Anthem's Blue View Vision plan**

Get the same benefits and access to one of the nation's largest vision networks including private practice doctors, local optical stores and national retail stores including LensCrafters, Target Optical and more

## **Redeem unspent Go365 Bucks by September 1st.**

If you have unspent Go365 Bucks, you need to redeem them by August 31st. The Go365 wellness program and your unspent Go365 Bucks will not be available as of September 1st.

## **Participate in Anthem's Wellness program to earn up to \$200 annually!**

By completing preventive care screenings, condition management programs and digital wellness activities, you can earn up to \$200 annually in electronic gift cards to popular retailers. For more

information, download Anthem's Sydney Health mobile app (Download Android / Apple Store) or log in to [anthem.com](https://anthem.com).

## **Manage your plans through Anthem's web portal or the Sydney Health mobile app.**

After September 1st, you can go to [anthem.com/register](https://anthem.com/register) or download the free Sydney mobile app to manage your Anthem plans as well as learn about services and programs available with your Anthem coverage.

## **Take advantage of Anthem's Employee Assistance Program (EAP) - available to ALL Vivid Impact employees and household family members.**

Get up to 3 face-to-face visits for free for issues you may be facing. Available 24/7, 365 days per year. Anthem's EAP is confidential, includes legal and financial consultation, work/life services, ID recovery and crisis consultation. Call 800-999-7222 or go to [anthemeap.com](https://anthemeap.com) to learn more.

Company code is: Anthem Kentucky.

**Attached is a packet of detailed information including the plan designs and information about Anthem's services and programs.**



# Company Paid Holidays

Company Paid Holidays	2023 Observed	2024 Observed	2025 Observed (tentative)	2026 Observed (tentative)
New Year's Day	Mon 1/2	Mon 1/1	Wed 1/1	Thu 1/1
Memorial Day	Mon 5/29	Mon 5/27	Mon 5/26	Mon 5/25
Independence Day	Tue 7/4	Thu 7/4	Fri 7/4	Fri 7/3
Labor Day	Mon 9/4	Mon 9/2	Mon 9/1	Mon 9/7
Thanksgiving Day	Thu 11/23	Thu 11/28	Thu 11/27	Thu 11/26
Day after Thanksgiving	Fri 11/24	Fri 11/29	Fri 11/28	Fri 11/27
Christmas Eve	Tue 12/26	Tue 12/24	Wed 12/24	Thu 12/24
Christmas Day	Mon 12/25	Wed 12/25	Thu 12/25	Fri 12/25
<b>Available Floating Holidays: (1 per year, starting 1/1/24)</b>				
Martin Luther King, Jr. Birthday		Mon 1/15	Mon 1/20	Mon 1/19
President's Day		Mon 2/19	Mon 2/17	Mon 2/16
Juneteenth National Independence Day		Wed 6/19	Thu 6/19	Fri 6/19
Columbus / Indigenous Peoples' Day		Mon 10/14	Mon 10/13	Mon 10/12
Veterans Day		Mon 11/11	Tue 11/11	Wed 11/11

# Benefits FAQs

## How do I enroll in Benefits?

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**Username:** First six letters of last name, first letter of first name, last four digits of your social security number (**example jsmith1234**)

**Password:** Your social security number (no dashes) (**example 234567890**)

For questions, please contact Carmen Jeter at [carmen.jeter@vividimpact.com](mailto:carmen.jeter@vividimpact.com) or 502-323-5314.

Please make sure you enroll no later than the last day of the month you are eligible.  
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## How to I see if my provider is in network?

**Go to:** [Find Care & Estimate Costs for Doctors Near You | Anthem.com](#)

**Preferred:** Enter your Member ID

**OR**

**Basic search as a guest**

- Medical:
  - Medical Plan

- Kentucky
- Medical (thru Employer)
- Blue Access PPO
- Dental
  - Dental
  - Kentucky
  - Dental
  - Anthem Dental Essential Choice
- Vision:
  - Vision
  - Kentucky
  - Vision
  - Blue View Vision