

Benefit	Website	Phone
Benefits Office (eligibility, COBRA, etc.): Zenith American Solutions	edge.zenith-american.com	602-248-8434 or 800-553-2801
Medical: Blue Cross Blue Shield of Arizona	azblue.com	800-232-2345
Telehealth: BlueCare Anywhere	bluecareanywhereaz.com	844-606-1612
Prescription drugs: MedImpact	medimpact.com	833-229-3589
Dental: Delta Dental of Arizona	deltadentalaz.com	800-352-6132, option 1
Vision: VSP	vsp.com	800-877-7195
Employee Assistance Program (EAP): ComPsych	guidanceresources.com	866-365-0801
Life and AD&D: Zenith American Solutions	zenith-american.com	800-553-2801
Short-term disability: Zenith American Solutions	zenith-american.com	800-553-2801
Pension	zenith-american.com	800-553-2801
Defined Contribution [401(k)]	principal.com or zenith-american.com	800-547-7754 800-553-2801

For more information and tips on how to best use your health benefits, read the Benefits Guide. Contact Zenith American Solutions at 602-248-8434 or 800-553-2801 for further assistance, or visit poweringarizonabenefits.com.



NECA / IBEW

POWERING ARIZONA

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BENEFITS BASICS FALL 2025

This newsletter is provided for informational purposes only and is not a substitute for professional medical advice. Do not rely on this content as health or personal advice. Always consult your doctor or a qualified health professional with any health-related questions or concerns. Never disregard professional medical advice or delay seeking it because of the information in this newsletter. If you experience a medical emergency, contact your doctor, go to the nearest emergency department, or call 911 immediately. For details about your benefits, please refer to the IBEW Local No. 640 and Arizona Chapter NECA Health and Welfare Trust Fund Plan Booklet, the Defined Benefit Contribution Retirement Plan Rules Booklet, or the Pension Trust Fund Rules Booklet. In cases where the information in this newsletter conflicts with the Health and Welfare Plan Booklet, the Defined Benefit Contribution Plan Booklet, or the Pension Trust Fund Booklet, the terms of the relevant Plan Booklet shall control.

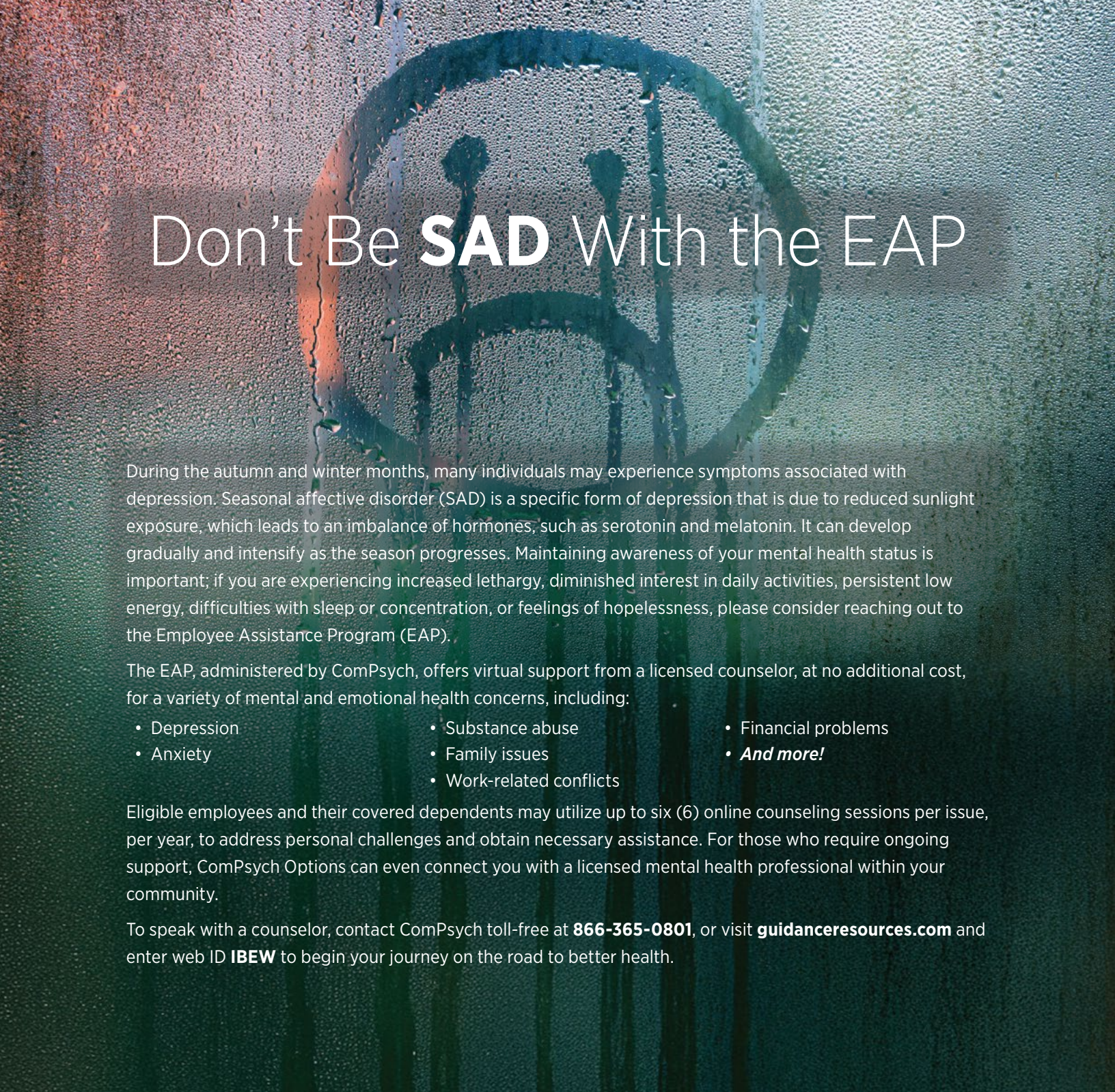
FALL INTO GOOD HEALTH



With the arrival of the fall season, and the cooler weather associated with it, your overall health and well-being is more vulnerable than ever. Being susceptible to viral illnesses and mood changes are by-products of this time of year, so it's best to protect yourself by taking advantage of the Fund's benefits mentioned in this issue of *Benefits Basics*.

To learn more about your health and wellness benefits, you can visit the benefits website anytime at poweringarizonabenefits.com, or scan the QR code to get started.





Don't Be **SAD** With the EAP

During the autumn and winter months, many individuals may experience symptoms associated with depression. Seasonal affective disorder (SAD) is a specific form of depression that is due to reduced sunlight exposure, which leads to an imbalance of hormones, such as serotonin and melatonin. It can develop gradually and intensify as the season progresses. Maintaining awareness of your mental health status is important; if you are experiencing increased lethargy, diminished interest in daily activities, persistent low energy, difficulties with sleep or concentration, or feelings of hopelessness, please consider reaching out to the Employee Assistance Program (EAP).

The EAP, administered by ComPsych, offers virtual support from a licensed counselor, at no additional cost, for a variety of mental and emotional health concerns, including:

- Depression
- Anxiety
- Substance abuse
- Family issues
- Work-related conflicts
- Financial problems
- ***And more!***

Eligible employees and their covered dependents may utilize up to six (6) online counseling sessions per issue, per year, to address personal challenges and obtain necessary assistance. For those who require ongoing support, ComPsych Options can even connect you with a licensed mental health professional within your community.

To speak with a counselor, contact ComPsych toll-free at **866-365-0801**, or visit **guidanceresources.com** and enter web ID **IBEW** to begin your journey on the road to better health.



No Flu for You

Stay ahead of the curve, and get annual flu shots for yourself and your family before peak flu season arrives, between December and February. While getting the flu can happen any time of the year, it usually strikes more often when the weather's coldest, because the cooler temperatures weaken your immune system and make you more vulnerable to viruses.

The Centers for Disease Control and Prevention (CDC) recommends that everyone who is 6 months and older get vaccinated to stay protected. By being vaccinated, you'll reduce your risk of getting sick and lessen the chance of spreading the illness to those in your community. The good news is, your coverage through Blue Cross Blue Shield of Arizona (BCBSAZ) covers flu shots 100% as long as you remain in-network, so it costs nothing to stay healthy. To get started, visit **azblue.com** to find a primary care provider (PCP) near you.