



April
2026
HUMAN RESOURCES

Health Tip: Screen Time & Brain Health

Health tip: Screen time and brain health

We use technology to work, learn, and facilitate our lives. Screen time refers to the amount of time spent using digital devices such as smartphones, computers, and televisions. Understanding its effects on our brain health is crucial for maintaining overall well-being. Research shows increased screen time correlates with emotional and behavioral challenges, potentially affecting both physical and mental well-being.¹

Key facts to consider^{1,2,3}

- Digital devices release “feel-good chemicals” in our brain including dopamine (reward hormone), oxytocin (love hormone), and cortisol (fight or flight hormone).
- Adults and children alike are spending significant time on screens outside of work/school.
- Too much screen time may lead to depression, anxiety, hypervigilance, hyperarousal, and other behavior problems.
- Screen usage may also lead to physical problems like obesity, eye strain, and musculoskeletal diseases.

Mental health impact

- Increased anxiety and depression risks
- Sleep disruptions
- Potential social isolation

Signs your screen time may need attention⁵

- Difficulty controlling screen time duration
- Choosing screens over other activities
- Impact on relationships or daily responsibilities
- Physical symptoms like eye strain or neck pain

Positive steps for healthier screen habits

1. **Practice the 20-20-20 rule** – Every 20 minutes, look at an object that is roughly 20 feet away from you for at least 20 seconds.⁵
2. **Try screen-free activities** – Reading books, outdoor activities, physical exercise, puzzles or board games and quality time with family and friends.⁵
3. **Set healthy boundaries** – Create “screen free” times and places, take regular breaks during work, use screen time tracking apps, and establish a screen free bedtime routine.¹



Technology and relationships⁴

Technology gets a bad rap, but it may improve relationships. It enables people to meet online, stay connected and allows for remote work. It's important to find balance with technology and not overly rely on it. Stay present and put your phone away when you are with someone.



Remember, technology is a tool that should enhance, not control, our lives. Small changes in screen time habits may lead to significant improvements in both physical and mental well-being.

Guardian Anytime Portal

Convenient access to your workplace benefits

When you need to use your benefits (Dental, Vision, or Short Term Disability), we want it to be as easy as possible. That's why there's two convenient places to see your plan details. Whether you prefer going through **Guardian Anytime**, your online service portal, or having all the details in the palm of your hand with the Guardian mobile app — it's all there for you.

Available services on your mobile app include:

1. Access your ID card.
2. Review your benefit plan details.
3. View your processed claims information and estimate the cost of care.
4. Search for a dental or vision provider.

Visit the **Guardian Anytime** service portal for real-time assistance.

Chat with our virtual assistant 24/7 or speak to a live representative about your benefits, claim inquiries, or for help using **Guardian Anytime**.

Registering is easy!

1. Go to guardianlife.com and click on "Log In."
2. To register, choose "Register" and select "Guardian Anytime."
3. Select "employee" for yourself or "child, spouse, or partner" for your dependents.
4. Complete the self registration process, click "Submit" and you're done.

After you register for Guardian Anytime, your spouse, partner, or dependents aged 18 and older can create their own account and download the mobile app.

Download the Guardian mobile app:



Download
for iOS



Download
for Android



United Healthcare Rewards

Activate and earn \$1,000: Sign in to myuhc.com today to activate UHC Rewards and start getting paid for the healthy activities you're already doing!

United
Healthcare
There for what matters[®]



Get in on UHC Rewards



Good news—your health plan comes with a way to earn up to \$1,000. UnitedHealthcare Rewards is included in your health plan at no additional cost.



There's so much good to get

With UHC Rewards, a variety of actions—including things you may already be doing, like tracking your steps or sleep—lead to rewards. The activities you go for are up to you, and the same goes for ways to spend your earnings.

Here are just a few of the ways you can earn:

Connect a tracker	\$65
Take a health survey	\$25
Get an annual checkup	\$50
Get a biometric screening	\$75

Visit UHC Rewards for the full list of rewardable activities that are available to you—and look for new ways of earning rewards to be added throughout the year.

Earn up to
\$1,000

continued

United
Healthcare

There are 2 ways to get started



On the UnitedHealthcare® app

- Scan this code to download the app
- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards and start earning
- Though not required, connect a tracker and get access to even more reward activities

On myuhc.com®

- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards
- Choose reward activities that inspire you—and start earning



Your health

Get in on an experience that's designed to help inspire healthier habits

Your goals

Personalize how you earn by choosing the activities that are right for you

Your rewards

Earn up to \$1,000 for completing rewardable activities



UnitedHealthcare Rewards

Premium Payout structure



1. **UHC Rewards makes it easy to get more from your health plan.** To start earning, download the UHC app or log in to myuhc.com & select "UHC Rewards" to "Activate" your account. You can earn up to \$1,000 for completing rewardable activities you may already be doing!
2. **Earn up to \$1,000 for your healthy habits.** Just log in to myuhc.com or the UHC app and click "Activate" to start winning!

	Action	Description	Dollars earned
One-time activities	Complete health survey	Learn how your health journey is going and offers to help improve your well-being	\$25
	Get a biometric screening	Complete annual bloodwork and measurements	\$75
	Go paperless	Switch to paperless communications	\$5
	Flu shot	Get an annual flu shot	\$30
	Annual checkup*	Complete an annual checkup to support health and prevent illness	\$50
	24/7 Virtual Visit*	Talk to a provider by video for common urgent care needs	\$30
	Get a cervical screening*	Regular screening tests may help find changes in the cervix that may be treated before they become cancer	\$75
	Get a breast screening*	A mammo gram may usually find breast changes that could be cancer years before symptoms develop	\$75
	Get a cost estimate	A cost estimate explains the expected cost for an upcoming visit or service	\$40
	Tracker-based	Connect a tracker	Automatically track activities
Daily activity - goal 1		Track 15 active minutes or 5k steps per day	\$0.75
Daily activity - goal 2		Track 30 active minutes or 10k steps per day	\$1.25
Fitness challenge - weekly goal		Complete the daily activity goals 5 out of 7 days (Sunday to Saturday)	\$5
Sleep tracking		Track sleep for 14 days	\$10
Sleep challenge - weekly goal		Track 7 hours of sleep for 5 out 7 nights (Sunday to Saturday)	\$5
Maximum annual incentive			\$1,000

Questions?

Call customer service at 1-866-230-2505

United
Healthcare

Up to \$500 Employee Referral Bonus



The busy summer months are right around the corner which is the perfect time to refer a friend with our bonus program!

CRA Therapy strives to provide our therapists with quality service and career opportunities. We always appreciate it when our employees refer others to us and have developed this program to say thank you.

Please reach out to your Recruiter or Account Manager for more information about the program!

SUMMER - Benefit Deductions



Employees who are currently enrolled in benefits, are **not enrolled** in the 12-month pay program, and have a signed agreement for the 2026/27 school year, **PLEASE NOTE**, the 4-benefit premium

deductions (06/23/26-8/4/26 pay dates) for summer will be split over 2 pay periods - 05/26/26 and 06/09/26.

Go Paperless in ADP

Did you know, you can get your tax forms faster, so you can file your taxes and get any potential refunds quicker by signing up to 'Go Paperless' in ADP?

Log into ADP and go to:

- Myself
- Pay & Tax Statements

If you're not enrolled, a popup will come up that you can toggle on 'receive paperless statements'.

If this doesn't come up, scroll to the bottom of the page and you will see "Go Paperless" in the bottom left corner of the screen.

Thanks for helping us to save some trees, and helping you to get your forms quicker too!



Important *April* Dates

April	Autism Awareness Month Child Abuse Prevention Month Stress Awareness Month Parkinson's Awareness Month
April 1st	Paraprofessional Appreciation Day April Fools' Day
April 2nd	World Autism Awareness Day
April 4th	National School Librarian Day
April 5th	Easter Sunday

April 7th	World Health Day
April 15th	National ASL Day Tax Day
April 20th	Volunteer Recognition Day
April 22nd	Earth Day
April 28th	School Bus Driver Appreciation Day

HR is Here to Help

For Questions About:	Contact:
12-Month Pay Plan	Dusty, onboarding@commrehab.org
401k Information	Amber, humanresources@commrehab.org
Absence Request Form	Catherine, timesheets@commrehab.org
Who do I notify if I need time off?	Your Account Executive (Danielle or Molly)
Change of Address	Update in ADP - www.workforcenow.apd.com
Direct Deposit - update info	Update in ADP - www.workforcenow.apd.com
Benefits (other than H.S.A.)	Amber, humanresources@commrehab.org
Health Savings Account (H.S.A.)	Health Equity Customer Service (877) 223-5329
Employment Verification	Dusty, onboarding@commrehab.org
Name Change	Dusty, onboarding@commrehab.org
Referral Bonus Payment (if applicable)	Dusty, onboarding@commrehab.org
SpringAhead Timesheets	Catherine, timesheets@commrehab.org
W4 - Make a Change W2 - Request a Copy	ADP - www.workforcenow.apd.com



Community Rehab Associates, Inc | 3950 3rd St N. Suite D | St. Petersburg, FL 33703 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!