



OPEN ENROLLMENT!!



The 2025 Open Enrollment period ends

Monday, December 2, 2024.

Benefits will be effective on January 1, 2025.

You are REQUIRED to either enroll in or waive each benefit plan option prior to Monday, December 2, 2024, no exceptions.

During this enrollment period, you can do the following:

- Elect or waive benefit plans.
- Make changes to plan contributions, such as health a savings account (HSA).
- Add or change the level of your insurance coverage.

Benefit Spotlight - H.S.A.

HSA's are tax-exempt accounts that help people save money for eligible medical expenses. In order to qualify for an HSA the policy

holder must be enrolled in a HSA-qualified High Deductible Health Plan, must not be covered by other non HDHP health insurance or Medicare, and cannot be claimed as a dependent on someone else's tax return.



In General, your HSA can be used for:

- Ambulance
- Doctor & Hospital Expenses
- Prescription Drugs
- Surgeries
- Lab & X-Ray
- Psychologist
- Expenses from Health Plan
- Dental & Vision Care Services
- Hearing Aids
- Some Durable Medical Equipment
- Contact Lenses
- Long-term Care
- Birth Control Pills
- Breast Pump & Lactation Expenses
- Physical Therapy & Chiropractor

100% Tax Deductible/Accumulates Tax Deferred & Tax Free Withdrawals for Eligible Medical Expenses

For More Information on eligible plans, please refer to the **2025 Benefit Guide** in your email.

Better You Strides Rewards Program

With BetterYou Strides you can earn up to \$100 per year on a prepaid gift card to help pay for medical expenses!

Map Your Personal Path to Health

Welcome to Better You Strides, an online wellness program that uses your needs, goals and interests to build your custom-made plan to better health.

A Personal Plan for You

Better You Strides creates a personal health Journey for you—a custom-made plan with recommended actions to reach your health goals. Activities cover healthy eating, tips to move more and ways to feel happier.

Discover the fun of building healthy habits through activities, videos and quizzes. As you progress, your Journey evolves, offering challenges and activities to help you stay motivated.



Your Mobile Fitness Partner

Tap into your personal health Journey from your smartphone, tablet or computer to track your progress or get support any time, anywhere. Better You Strides can integrate with more than 100 health and wellness wearable devices and mobile app trackers. That makes tracking your progress even easier.



Rewards for Healthy Habits

Earn rewards as you get healthier. Better You Strides offers two ways you can earn rewards. Complete Journey activities with a badge to earn an entry for the monthly prize drawing. Complete activities with a dollar amount to earn a prepaid gift card you can use to help pay for medical services.

Start Your Journey to Better Health Today!

You can register for Better You Strides online or from the AlwaysOn mobile app.

Registering online

1. Log in to your member account at floridablue.com and click on Better You Strides.
2. Read and accept the Terms of Service, then choose your communication preferences.

From the AlwaysOn mobile app

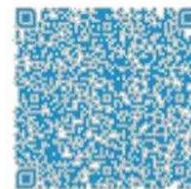
1. Download the AlwaysOn mobile app from the Apple App store or Google Play. Click "New User."
2. Complete the authentication step.
3. Create your user name, password and PIN.

! If you have questions or need help registering for Better You Strides, call 800-352-2583.

Florida Blue

Florida Blue
Your Health Solutions Partner

BetterYou
STRIDES



Scan the QR Code to
log in and get started

The Better You Strides Rewards program is available to Florida Blue members aged 18 or older covered under an ACA or fully insured group plan. If you have Florida Blue coverage through your job, ask your benefits administrator if you qualify. Each covered member aged 18 or older is eligible for a one-time reward for joining the program. Rewards earned are subject to the annual program maximum. Reward terms and conditions apply.

Florida Blue and Florida Blue HMO are Independent Licensees of the Blue Cross and Blue Shield Association.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-352-2583 (TTY: 1-877-955-8773).

ATANSYON: SiwpaletKreyolayisyen, oukaresewayonedgratisnanlangpaw. Rele 1-800-352-2583 (poumounkipatandebyen: 1-800-955-8770). 109087-0324

Online Shopping Safety Tips

As the holiday season quickly approaches, online shopping is a convenient way to find the perfect gifts—but it's crucial to prioritize safety.



Here are some tips to help you do just that:

- Sticking to trusted websites and verifying the URL before entering personal information helps to avoid phishing scams.
- Use strong, unique passwords for your accounts and enable two-factor authentication whenever possible.
- Be cautious of deals that seem too good to be true; they typically are.
- Use secure payment methods, such as credit cards or payment services like PayPal, which offer fraud protection.
- Lastly, keep your devices updated with the latest security patches and antivirus software to protect against cyber threats.

Being cautious and aware will ensure you can enjoy a stress-free and secure shopping experience this holiday season!



Reminder - 12-Month Payment Dates

School Closure	# of Days Paid	Paid On
Thanksgiving Break	3 Days	12/10/2024
Winter Break	10 Days	01/07/2025
Spring Break	5 Days	04/01/2025
Summer Break	Remainder of 12-month balance paid equally over 5 pay periods.	06/10/2025 06/24/2025 07/08/2025 07/22/2025 08/05/2025

Important *December* Dates

December 1st	SpeRosa Parks Day
December 2nd	Special Education Day
December 3rd	International Day of Disabled Persons
December 7th	Pearl Harbor Day of Remembrance
December 10th	Human Rights Day
December 25th	Christmas Day
December 25th - January 2nd	Hanukkah
December 26th - January 1st	Kwanzaa

HR is Here to Help

For Questions About:	Contact:
12-Month Pay Plan	Lynda, payroll@commrehab.org
Absence Request Form	Catherine, timesheets@commrehab.org
Who do I notify if I need time off?	Your Account Manager (Danielle or Molly)
401k Information	Amber, humanresources@commrehab.org
Change of Address	Lynda, payroll@commrehab.org Dusty, onboarding@commrehab.org
Name Change	Dusty, onboarding@commrehab.org
Benefits	Amber, humanresources@commrehab.org
Health Savings Account (H.S.A.)	Lynda, payroll@commrehab.org
Employment Verification	Lynda, payroll@commrehab.org
Referral Bonus (if applicable)	Lynda, payroll@commrehab.org
SpringAhead Timesheets	Catherine, timesheets@commrehab.org



Have Questions?

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