



Monthly Mix

Supporting Mental Wellbeing

May 2026

May is Mental Health Awareness Month, a time to recognize that caring for your mental wellbeing is an ongoing journey shaped by the moments and choices that move you forward. At Rich's, we're committed to supporting our associates and their families with resources, programs, and partnerships available to all benefit-eligible US associates, that empower you to build healthy habits, find balance, and thrive at work and in life.

» Benefits through Spring Health

We've strengthened our mental wellbeing benefits with support through our new Confidential Assistance Program (CAP) with Spring Health.

WHAT'S AVAILABLE TO YOU:

- **Therapy:** Up to 6 free sessions per year (ages 5+).
- **Coaching:** Up to 6 sessions per year (ages 13+).
- **Care support:** Navigators help you find providers and guide your care.
- **Wellness exercises:** Self-guided tools for stress, sleep, burnout, and mindfulness.
- **Medication management:** Consult with a board-certified doctor, with the option to use up to two therapy sessions for prescriptions.
- **Substance use support:** Get help reducing or quitting alcohol or substance use with expert guidance (ages 13+).
- **Work-life services:** Access support for legal, financial, caregiving, and everyday needs.

» Upcoming Spring Health Webinar

CHOOSING YOUR PATH: Understanding, Shaping, and Authoring Your Mental Health Journey

Your mental health journey is uniquely yours—and with the right reflection, connection, and support, you can walk a path that's truly made by you.

**Thurs., May 28, 2026
3–4 PM ET / 12–1 PM PT**



Scan the QR code
to reserve your
spot today.



Spring Health

Reach out to Spring Health anytime
at **1-855-629-0554**
or scan the QR code to get started.

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personify
HEALTH



RethinkCare

» Earn Premium Credits and Rewards Cash with Personify Health

Personify Health is your central hub for supporting both your physical and mental wellbeing; while helping you track progress toward Premium Credits and Rewards Cash.

Earn up to \$600 for yourself and \$300 for a covered spouse toward next year's medical plan by completing 3 of 7 actions by November 30, 2026. All associates are eligible to participate and earn \$75 in Rewards Cash each quarter by completing healthy activities.*

Through Personify Health, you can also find guidance for life's everyday challenges, like parenting, stress, staying active, and better sleep through ReThink Care.

INSIDE PERSONIFY HEALTH YOU WILL FIND:

- Assessments to help you set realistic goals and map out next steps.
- Challenges designed around you, turning those goals into guided, achievable journeys.
- Accountability tools that make it easy to track progress and stay on course.

» Get Started

- 1** Scan the QR Code to download the Personify app to your mobile device.

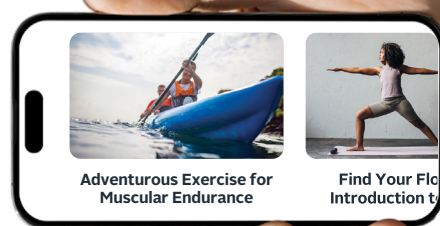


Apple iOS



Android

- 2** Explore recommended programs



- 3** Start earning completing actions like Spring Health's assessment, Personify Health's wellness journeys, and ReThink Care's mental wellbeing programs to earn Rewards Cash and Premium Credits.

LEVEL 1

\$10
REWARDS
CASH

LEVEL 2

\$15
REWARDS
CASH

LEVEL 3

\$20
REWARDS
CASH

LEVEL 4

\$30
REWARDS
CASH

* Rewards earned are taxable. Rich's grosses up rewards earnings and pays these taxes.



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