



Mental health, on your terms.

Three benefit paths for US employees and household members at RV Tech — from proactive coaching to long-term clinical care. Pick the one that fits the moment.

EFF. JAN 2026

PLAN YEAR
BENEFITS
US POPULATION

01

MODERN HEALTH

PROACTIVE

BEST FOR

Professional development, stress management, and proactive wellness.

A personalized platform for employees and dependents of all ages. Whether it's 1:1 support or self-guided care — you decide where to focus.



1:1 Coaching 8 / YR

Certified coaches for parenting, finances, work-life balance.



1:1 Therapy 8 / YR

Licensed therapists for deeper clinical support.



Digital Tools UNLIMITED

Guided meditations and topical wellness programs.



Circles UNLIMITED

Expert-led community sessions to connect and heal.

App: Modern Health · iOS / Android Login: @RivianVW.tech Code: RV Tech

02

ANTHEM EAP

IMMEDIATE • 24/7

BEST FOR

Urgent needs, stressful life events, or convenient digital counseling.

A free, 24/7 confidential resource for you and your household members — including **8 free sessions per issue**.

Talkspace

VIRTUAL COUNSELING

Confidential counseling via text, audio, or video.

- 1 Register at talkspace.com/associatcare
- 2 Organization name: **EAP RivianVW**
- 3 Complete QuickMatch & start messaging your therapist.

Headway

PROVIDER MATCHING

Need help finding the right fit? Headway connects you to the specific care you need.

- 1 Log in to the **Anthem EAP** portal.
- 2 Select **Find a Counselor** → click the **Headway** tile.

Call: (800) 999-7222 Web: anthemeap.com/rivianvw

03

MEDICAL PLANS

LONG-TERM

BEST FOR

Ongoing counseling and regular therapy with in-network providers.

Coverage runs through your elected medical plan. Costs vary by plan — outpatient is typically the path for therapy visits.

PLAN OPTION	OUTPATIENT CARE	INPATIENT CARE
Kaiser HMO	\$20 copay	20%*
Anthem PPO 500	\$20 copay	20%*
Anthem HSA 2000	20%*	20%*
Anthem HRA 3500	20%*	20%*
* After deductible. Mental-health visits follow the same outpatient / inpatient coverage as other medical services on the plan.		



NOT SURE WHERE TO START?

IMMEDIATE • SHORT-TERM

→ Anthem EAP or Modern Health

LONG-TERM • ONGOING

→ Use Medical Plan benefits