NKU Benefits and Wellness have partnered to bring you a Financial Wellness series given by TIAA experts. This series is designed to help you learn how to manage debt, define debt consolidation, how to start saving more for retirement, budgeting, and much more! Register for the series here!

**DID YOU KNOW?**
You are eligible to receive a FREE 15-30 minute assessment at Airrosti! You will receive an expert assessment of your injury or ongoing pain issues, a review of the findings, and your treatment options. Your FREE assessment can be scheduled at any Airrosti location (Airrosti.com/locations). Register here! For more information visit our website.

**NEW FOR 2019!**
Doctor On Demand is also now available for mental and behavioral health visits beginning January 1, 2019. Members can see a psychiatrist for telepsychiatry or a psychologist for teletherapy. Doctor On Demand can provide non-emergency services such as; treatment for anxiety, stress, depression (including post-partum), worry, grief/loss/guilt, relationship and marriage issues, trauma, smoking cessation, and more. Emergency or crisis situations where the member is having suicidal ideation or is in
danger to themselves/others are NOT treated by Doctor On Demand- in such cases, members would be asked to call 911 or go to the nearest ER.

- Telepsychiatry services include: psychiatric diagnostic evaluations and ongoing mental and behavioral health evaluation and management.
- Teletherapy services include: individual or family psychotherapy for recurring, ongoing talk therapy.

$25 co-pay for HMO and POS members
$70-$185 for HDHP members, depending on service

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**Employee Engagement and Wellbeing Series:**

**Self-regulation for the New Year**

January 30th or 31st, 12-1, SU 104

Learn how to leverage the strength of self-regulation to meet your goals in 2019.

**Willpower Your Way to A Successful 2019**

Many of us set an intention at the beginning of the year in an effort to be happier or healthier, but setting an intention doesn't always mean it becomes reality. Psychologists believe one of the key ingredients to living happier, healthier lives is high levels of self-regulation (Tangney et al; 2004). Make sure your resolutions become a reality! Join this session and learn applicable strategies to strengthen your willpower and make 2019 your year to shine.

Presented by Carly Rospert, Director of Strategic Initiatives, Mayerson Academy. Offered on two dates for your convenience.

Register [HERE](#) for your preferred time. Earn 3 Perk Punches!
January Strength of the Month: Hope

A new year often also carries with it a replenished sense of hope. Hope is your strength that encourages you to expect the best in the future and work to achieve it. Research has shown that individuals with high levels of hope have better problem-solving abilities (Change, 1998) and are more likely to explore new ideas and possibilities (Breznitz, 1986). Start your year off with a boost of hope with the following activity:

HOPEFUL PATHS: Think about one of your goals. Brainstorm three different pathways to get there and five reasons why you will be able to reach it.

Find more character strengths resources at http://www.viacharacter.org/www/Resources#resources

Benefits Updates:

- TIAA February & March webinar calendars are on the website!
- Check out this great article on New Year’s Resolution ideas that you can actually keep!