



HEALTH

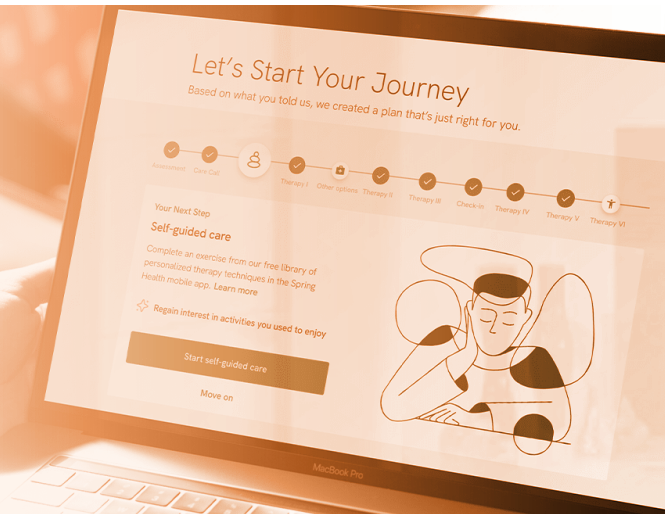
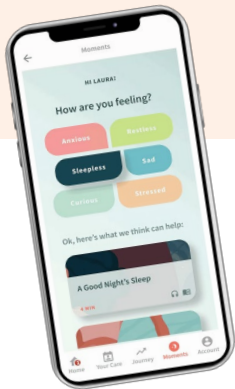


# Mental Health Support At-A-Glance

Whether we're a little anxious every now and then or have more complex needs, we could all use support to help meet everyday challenges. Spring Health offers 100% confidential, no-cost counseling for you and all members of your household age 6+. There is no enrollment required.

Spring Health can assist you across a spectrum of needs, from daily challenges to clinical support for anxiety and depression. Complete a short mental health assessment, and Spring Health will recommend a care plan specific to your needs.

- ▶ **Confidential Therapy** - Meet with a trusted therapist in as soon as two days.
- ▶ **Wellness Exercises** - Mental fitness on-the-go with *Moments*.
- ▶ **Personalized Care** - Mental wellness specific to you.
- ▶ **Medication Management** - In-network providers when appropriate.
- ▶ **Care Navigators** - Dedicated support from licensed professionals.



Included with Spring Health are eight no-cost therapy sessions for you and all members of your household, plus unlimited access to care navigators for guidance, check-ins, mental health support, and more. (The eight therapy session limit resets each year.) Web and app-based tools like on-demand *Moments* exercises also have unlimited access.

**The Koch Medical Plan also covers outpatient and inpatient mental health counseling and substance abuse recovery programs, subject to deductibles, copays, and coinsurance. Please see the Summary Plan Description for complete information.**



Access Spring Health at [springhealth.com/koch](https://springhealth.com/koch) or by calling **855-629-0554**.

For more detailed information, log in to the Koch Benefits Enrollment site to see your *Benefits Guide* and the *Summary Plan Description* under *Plan Documents*. Infor employees can find these documents on the U.S. HR SharePoint site.

This information applies to eligible U.S. employees of Koch Industries, Inc. and affiliated companies. It does not apply employees who are classified as temporary, temporary Field Service, OPD Field Service, Engineering Field Boilermaker, or employed by Encadria Staffing Solutions, LLC.

Any conflict between this summary and the benefit plan documents shall be controlled by the plan documents. If there is any conflict between this summary and your company's policies, the company policy shall control. Koch Industries, Inc. reserves the right to make changes in the benefits, costs and other provisions relative to employee benefits or to terminate any benefit plan or program offered to employees at any time.

