



1

Find support for life's ups and downs.

Parenting stress? Legal questions? Feeling overwhelmed? The Employee Assistance Program is here to help with every stage of life. Take advantage of **up to six free counseling sessions** per issue per year, plus support for caregiving relationships, personal growth and more.

2

Spending and Savings Accounts: Spend smarter, save more for what's next.

Why pay more than you need to? We offer three spending accounts — HSA, HCFSAs and DCFSAs — that let you use pre-tax dollars for expenses like doctor visits, prescriptions and child care. It's one of the easiest ways to keep more of what you earn.

The DCFSA is great for covering daycare or care for loved ones, and new for 2026, its contribution limit is increasing — putting more money back in your pocket for what matters most.

3

Find the right care, when you need it.

Use the Sydney Health app to find in-network providers, access virtual visits and manage your family's health info — all in one place. It gets better — **LiveHealth Online is free** when you sign up for an Anthem medical plan. Real doctors, no waiting rooms.

4

Find wellness, save money.

Earn up to \$500 off your medical premiums by participating in IMI's wellness program. Get access to year-round support — nutrition, financial wellbeing tools, mental health resources and family formation programs. Small actions can lead to big changes, and big savings.

5

Save big on prescriptions.

Managing your health shouldn't drain your wallet. Many **preventive and maintenance medications** are covered at **low or no cost** through your IMI medical plan. It's one of the simplest ways to stay on top of your health and your budget. Contact Anthem for a full list of covered medications.



9 ways your Benefits have your back

Wherever you're headed, we're here with support, savings and resources every step of the way.

6

Shape tomorrow on your terms.

It's never too early to start saving and, with the IMI 401(k), your money can go further. Contribute pre-tax and **IMI will match up to 6%**. That's free money growing toward your future. Contact a Schwab financial advisor for more details.



7

Enjoy discounts on everyday life.

BenefitHub helps you save on travel, entertainment, electronics, restaurants and even food delivery. Plus, the Anthem Special Offers program gives you discounts on dental, hearing aids, eyewear and LASIK.

8

Care that grows with you.

Whether you're **growing your family, exploring parenthood** or simply looking for **care that reflects who you are**, IMI's benefits have you covered. Anthem's Building Healthy Families program offers guidance through pregnancy, parenting and beyond, while all of our plans cover spouses, domestic partners and LGBTQ+ identities with inclusive coverage and resources.



9

Move well, live well.

Say goodbye to aches and pains. **Hinge Health delivers personalized, expert care** for joint, muscle and pelvic health **whenever and wherever** you need it. From back pain to postpartum recovery, it's convenient, private and free.

Benefits contacts

	BENEFIT PROVIDER	PHONE NUMBER	WEBSITE/EMAIL ADDRESS
Enrollment Platform	PlanSource	1-844-347-2498 Representatives are available 8am – 11pm EST, Monday – Friday	thesource.plansource.com/IMI
Medical	Anthem	1-844-271-5549	anthem.com
	Kaiser	1-800-278-3296	kp.org
Dental	Delta Dental	1-800-610-0201	deltadentalco.com
Vision	EyeMed	1-866-800-5457	eyemed.com
Accounts: HSA, FSA, and DCFSA	PlanSource	1-844-347-2498	thesource.plansource.com/IMI
Life, AD&D, and Disability	Lincoln Financial	1-877-275-5462	mylincolnportal.com Employee code: IMIOptimize
Supplemental Insurance	TransAmerica	1-855-244-8318	transamerica.com
401(k)	Charles Schwab	1-800-724-7526 En español: 1-877-905-2553	workplace.schwab.com
Employee Stock Purchase Plan	Equiniti	Helpline: +44 371-384-2040	interne@equiniti.com
EAP	Workplace Options	1-888-851-7032	global.helpwhereyouare.com Company code: IMI
Legal	MetLife	1-800-821-6400	legalplans.com Access code: GETLAW
Wellness	Personify Health	1-888-671-9395	join.personifyhealth.com/optimize passphrase: nurture-your-world
Perks	BenefitHub	1-866-222-8789	imi.benefithub.com Referral code: 9W9PB9
Identity Theft	Allstate Identity Protection	1-800-789-2720	myaip.com
Virtual Physical Therapy (Anthem medical plans only)	Hinge Health	1-855-902-2777	hingehealth.com
Telemedicine (Anthem medical plans only)	LiveHealth Online	1-888-548-3432	livehealthonline.com

For more information about your IMI benefits, visit us.imi-optimize.com.

Questions?
Contact PlanSource.

thesource.plansource.com/IMI

1-844-347-2498

Representatives are available 8am – 11pm EST, Monday – Friday.

No matter what comes your way, you have benefits to support you.



Use this pocket guide as a quick reference for your IMI benefits. Learn more about these resources (and more) anytime at

us.imi-optimize.com

or by calling the IMI Benefits Service Center at 1-844-347-2498.