



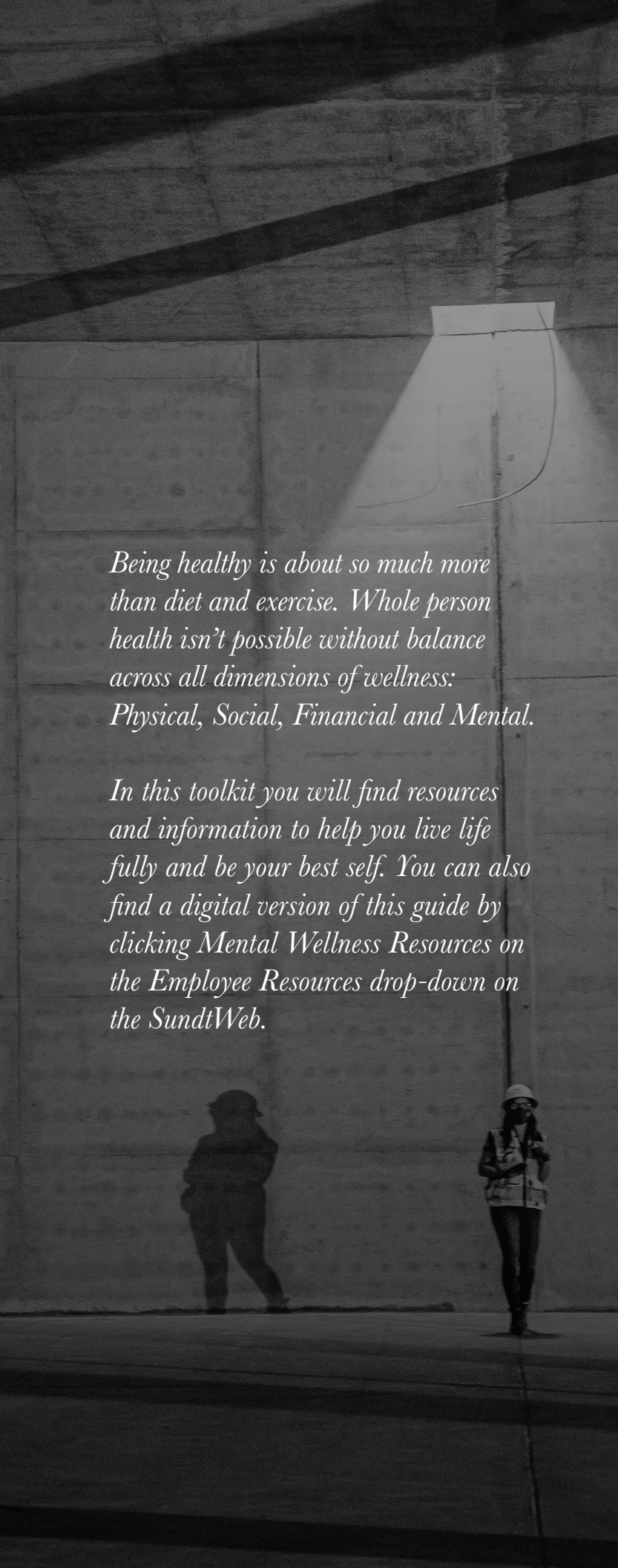
UNDER THE HELMET

Mental Health Toolkit

Updated 12/2025



SUNDT



Being healthy is about so much more than diet and exercise. Whole person health isn't possible without balance across all dimensions of wellness: Physical, Social, Financial and Mental.

In this toolkit you will find resources and information to help you live life fully and be your best self. You can also find a digital version of this guide by clicking Mental Wellness Resources on the Employee Resources drop-down on the SundtWeb.

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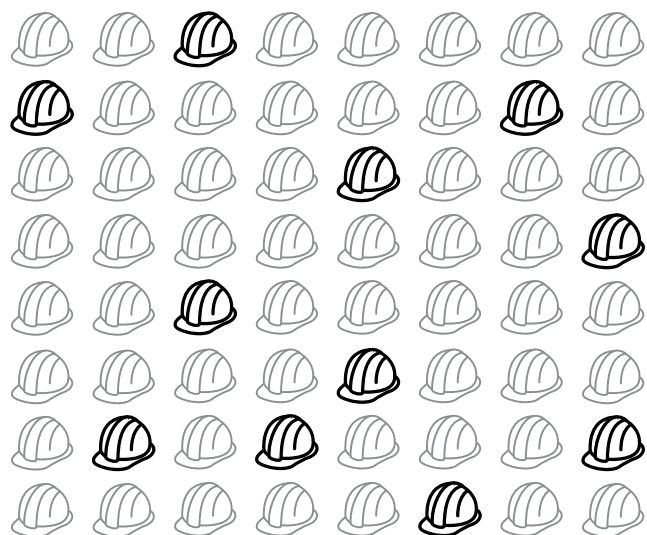
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This Wellness Guide is designed to provide basic information regarding benefit plans and programs available to eligible employees of Sundt. This document merely summarizes the employee benefit plans and programs and does not detail all of the terms, conditions, restrictions, and exclusions contained in the plan documents, carrier contracts and/or Summary Plan Descriptions (SPD) (the "plan documentation") for the various benefit plans and programs. Every reasonable effort has been made to ensure the accuracy of the information contained in this document; however, in the event of a discrepancy between the information in this document and the plan documentation, the provisions described in the plan documentation will govern. This document does not create any contractual rights for any current or former employee of Sundt or for any other individual. The provisions of the applicable plan documentation will govern the determination of any individual's rights under any employee benefit plan or program. Sundt reserves the right to amend or terminate any of its employee benefit plans and programs at any time and without notice or cause.

WHY MENTAL HEALTH?

Challenges to mental well-being come in many forms, and so do the ways we can work through them. Whether you need help reducing stress, need to talk to someone, or are struggling to cope with life's challenges, **Sundt** offers a variety of tools and services to help ensure all employee-owners, spouses and children get the support they need when and where they need it.

Did you know? About 1 in 5 construction workers struggle with mental health issues.



Suicide is the second leading cause of death in males under 35 and the fourth leading cause of death for ages 45 and up.

*The suicide rate in construction is **five times greater** than that of all other construction fatalities combined.*



MENTAL HEALTH AWARENESS

KNOW YOUR TEAM

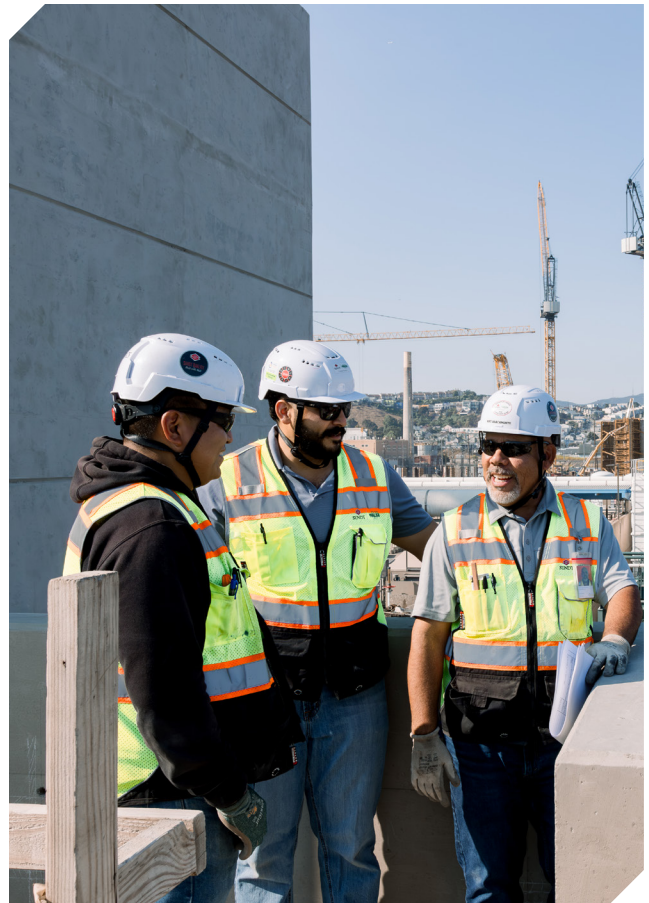
- Relationships make a difference. Get to know the people that work around you.
- The more familiar you are with them, the more aware you become of changes to their behavior.
- Ask them about their families, hobbies and interests.
- Managers, take time to get to know the people that work for you.

KNOW THE WARNING SIGNS OF MENTAL HEALTH ISSUES

- Isolation from peers
- Decreased productivity, tardiness, absenteeism or changes in schedule/routine
- Negative talk about themselves, becoming easily agitated or increased conflict with coworker
- Near misses, incidents or injuries
- Giving away personal items (tools)
- Legal issues
- Substance abuse
- Lack of interest
- Extreme fatigue
- Feelings of worthlessness
- In extreme cases, talk of self-harm

KNOW YOUR RESOURCES

- Lyra Health Employee Assistance Program (EAP)
- National crisis hotlines
- Virtual behavioral healthcare
- Mental Health First Aid Training



If you see someone who looks like they are struggling, here's how to start the conversation. You don't have to be an expert to help; connecting people to the right resources can make a meaningful difference. **Try leading with these questions and make sure to actively listen to the person's response.**

- How are you doing?
- I've been worried about you. Are you okay?
- It seems like you are going through a difficult time. Can I give you some resources that might help?
- You seem off, what's going on?
- I'm concerned about your safety. Are you thinking about suicide?

CRISIS HOTLINES *Resources are available 24/7*

National Suicide Prevention Line

Call, Text or Chat with **988lifeline.org - 988**,
From a Land Line, call **800.273.TALK** (8255)

**Substance Abuse and Mental Health
Services Administration National Helpline**
Call **800.662.HELP** (4357)

Veterans Crisis Line

Call **988** and Press 1 or send a text to **838255**

Disaster Distress Helpline

Call or Text **800.985.5990**

Lyra Health EAP Line

Call **833.597.2304**

Be sure to punch out the foldable wallet card from the back cover of this booklet!

WHAT TO DO IN AN EMERGENCY OR CRITICAL SITUATION

An emergency or critical incident is anything that may endanger the physical or mental well-being of an employee-owner. If you experience this type of event, first call **911**. To initiate support from Sundt's crisis management committee, please reach out to the crisis hotline at **480.293.3333** or **crisis@sundt.com**.

UNDERSTANDING THE EMPLOYEE ASSISTANCE PROGRAM (EAP)

Lyra Health, your mental health benefit, provides care for your overall well-being—how, when, and where you need it—at no cost to you. Lyra offers something for everyone, no matter what you and your family are going through. With quality providers and professionals, research-backed treatment methods and digital resources, you and your dependents can tap into easy-to-use tools to support your wellness. To access care, go to **Sundt.lyrahealth.com** or call **833.597.2304**. You do not need to be on the medical plan to access Lyra Health services.

EAP SERVICES

- Free and confidential counseling for a range of work-life needs, like legal services, identity theft support, pet, child, and elder care.
- 8 sessions of mental health coaching and therapy.
- On-demand access to a self-care library for help with sleep, meditation, stress relief, and more.
- 24/7 confidential support for managers who have concerns about an employee's mental well-being.
- Comprehensive care for parents and children.

WHO IS ELIGIBLE?

All employees and their dependents. Learn more by watching this quick video: **bit.ly/LyraHealthSundt**.

COST TO USE EAP

- EAP is a free benefit provided by Sundt. It is confidential and available 24/7, 365 days a year.

WHAT CAN LYRA HELP ME WITH?

No matter what you're going through, Lyra's expert providers can help with:

- Job concerns and work productivity
- Support with legal matters
- Managing anxiety or depression
- Interpersonal and work relationships
- Conflict resolution
- Family or parenting issues
- Navigating grief
- Coping with stress
- Substance use
- Family or couples therapy

The Lyra logo is displayed in a large, dark blue, sans-serif font.



UNDERSTANDING MENTAL HEALTH

Meet Lyra Health



HOW DO I ACTIVATE MY ACCOUNT?

Virtual, Phone, In Person, Live Message



Visit sundt.lyrahealth.com to create your account. Call Lyra's Care Navigator Team at 833.597.2304 or email care@lyrahealth.com for assistance.



Take an assessment to get matched to the right expert to meet your needs.



Set up your first consult and get support right away.

VIRTUAL HEALTH PROVIDERS

The virtual options listed here are available for individuals on Sundt's medical plan.

TELEMEDICINE *Telehealth from AZ Blue*

Telemedicine visits (including mental health visits) with Telehealth from AZ Blue are FREE when you are enrolled in one of the Sundt medical plans. No more waiting rooms or scheduling hassles. Telehealth from AZ Blue puts you in control of when and where you see a doctor — all from your smartphone or computer 24/7.

Log in to AZBlue.com/member, click on Find Care, then select Telehealth to log in or sign up.

24/7 NURSE ON CALL *Nurse Support*

Using one toll-free number, you and your family can speak with Registered Nurses on health-related adult and pediatric issues and get help making informed health care decisions. Registered Nurses can also assist callers with choosing appropriate medical care and preparing questions to discuss with your physician about treatment plans. When appropriate, Registered Nurses will suggest care either through self-care techniques, a provider appointment, or, if needed, a visit to urgent care or the emergency room.

Call **866.422.2729** to speak with a nurse.

BEHAVIORAL HEALTH *through AZBlue*

If you need help with a mental health or substance abuse problem, you can get counseling, psychiatric medication, and supportive services through a contracted behavioral health provider. Please take a look at your Evidence of Coverage for covered services and your Provider Directory for a listing of contracted behavioral health providers.

If you need assistance finding a behavioral health provider or need help getting services, please contact Member Services at **800.656.8991**, TTY 711, 8 a.m. - 8 p.m., 7 days a week. We also have experienced behavioral health Case Managers that can help you find services. No charge for counseling and Psychiatric consultations with Telehealth through AZBlue.

HINGE HEALTH *Virtual Physical Therapy*

Sundt Construction is proud to offer Hinge Health at no cost to all BCBSAZ enrolled health plan members! That includes spouses/registered domestic partners, and dependents age 18 or older.

Pain affects both the body and mind. Hinge Health supports your physical and mental well-being through guided exercises that help reduce pain, stress and anxiety.

AZBLUE *Member Account*

The AZBlue online member account makes it easy to manage your health plan on the go. Visit AZBlue.com/member to access the following:

- Access your digital member ID card/order replacement ID cards.
- View your deductibles and out-of-pocket balances.
- View your claim information and pay your provider bills.
- Search for doctors, hospitals, urgent care centers, and labs.
- Explore treatment options, cost for procedures, and covered services.
- Look up a drug your doctor orders and use the treatment cost estimator.

BLUE 365 *Member Discounts*

Visit blue365deals.com/BCBSAZ & have your BCBS member ID card ready. Discounts are available for national brands for fitness gear, gym memberships, healthy eating, and more.

See the **Benefits Guide** for information about costs associated with services. The Benefits Guide can be accessed online at the **Total Rewards SundtWeb page**.

MENTAL HEALTH TRAINING

Are you someone others turn to or feel comfortable talking with? If so, consider Mental Health First Aid training

TRAINING

Mental Health First Aid is a program that teaches employee-owners to identify, understand, and respond to signs of mental illness and substance use disorders. The one day training gives participants the skills needed to reach out and provide initial help and support for someone who may be developing a mental health or substance use problem or experiencing a crisis.

If you are interested in taking the course, contact:

Jessica Beyer at jrbeyer@sundt.com

Patricia Mason at pdmason@sundt.com

Brian Martinez at gtmartinez@sundt.com

Denice Soto at dasoto@sundt.com

Tracy Sanders at tsanders@sundt.com

Minimum of 5 participants and a maximum of 15 for virtual trainings and 30 for in-person trainings.



Mental Health First Aid Certification
provided by **Sundt's Mental
Wellness Committee.**

8 hour offering.



SUNDT STRONG WELLNESS AND SHARECARE



Being healthy is about so much more than diet and exercise. **Whole person health isn't possible without balance across all dimensions of wellness: Physical, Social, Financial and Mental.** The Sundt Strong wellness program offers tools and resources to help you and your family stay happy and healthy. We've also partnered with Sharecare to reward you for creating and maintaining those healthy habits.

FREE IN-NETWORK PREVENTIVE CARE

Sundt is committed to helping all employee-owners and their families be their healthiest and happiest. As part of this commitment, we encourage you to stay current with your recommended preventive care. Employees and spouses/registered domestic partners covered under Sundt's medical plan will receive a \$25 gift card for completing each of the recommended screenings listed below during FY 2026.

- Mammogram
- Vision Screening
- Cervical Cancer Screening
- Prostate Cancer Screening
- Colon Cancer Screening
- Skin Cancer Screening
- Two Annual Dental Cleanings

Questions? Visit Sharecare to learn more about additional incentive opportunities. Have questions, reach out to wellness@sundt.com or 480.293.3139. Virtual screenings can be done through Telehealth from AZ Blue. Log in to AZBlue.com/member click on Find Care, then select Telehealth.

WELLNESS CHALLENGES

Our wellness challenges encourage you to stay on track with your health and wellness goals, all while earning the opportunity to win incentives through Sharecare.

Visit the **Sundt Strong** page to learn more.

WELL-BEING SEMINARS

Through well-being seminars focused on financial, mental, physical, and social health, you'll gain tools to thrive both personally and professionally. Sessions are offered year-round, online and in person.

Check the **Sundt Strong** page to explore upcoming seminars and stay engaged in your well-being.

GET STARTED TODAY

- » Register at AZBlue.sharecare.com
- » Visit the Sundt Strong page to stay informed

SUNDT BUMP TO BABY

Pregnancy is an exciting time for you and your family and the Sundt Bump to Baby Program is here to help support you during this time. The Sundt Bump to Baby Program offers two incentives for taking steps to care for your family and baby before, during and following pregnancy. Employee-owners and spouses/registered domestic partners covered under a Sundt medical plan are eligible to participate in the Sundt Bump to Baby Program. Although the program may be visible to both the employee-owner and their spouse, each family is eligible for only **one Bump Box** and **one \$50 incentive**. Incentives are awarded per expecting family, not per individual. Visit Sharecare to learn more.

Strong financial health supports strong mental health. Building financial stability can ease stress and create space for better emotional well-being.

PRINCIPAL — EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

Principal's Education Hub, includes tools and resources to help you better manage money, manage your account with milestone and retirement calculators, and gives you access to online financial wellness seminars.

VIRTUAL ANNUAL PHYSICAL

Take advantage of a convenient way to earn your wellness credit—complete your annual physical virtually at no cost through Telehealth from AZ Blue. It's simple: schedule your lab work, then meet with a provider online to review your results once they're ready. This quick and easy process gives you the credit and keeps your health on track—all from the comfort of home.

FIDELITY — 401K

Employee-owners enrolled in our 401k plan have access to Fidelity's library of financial resources and access to a certified financial planner.

This card can be punched out and kept in your wallet. Spanish resources are on the reverse side.

WARNING SIGNS OF MENTAL HEALTH ISSUES:

- Isolating from family or friends or withdrawing from activity
- Decreased productivity
- Excessive absenteeism or tardiness
- Giving away personal items (tools)
- Increased use of drugs or alcohol
- Acting recklessly

LIFE-SAVING NUMBERS & MENTAL HEALTH RESOURCES

National Crisis Line: **988lifeline.org** - **988**,
From a Land Line, call **800.273.TALK** (8255)

Substance Use line: **800.662.HELP** (4357)

Veterans Crisis Line: **988** & press 1 or text **838255**

Disaster Distress Helpline: **800.985.5990**

EAP: **833.597.2304**, or **Sundt.lyrahealth.com**



SUNDT

FOR ANY QUESTIONS EMAIL WELLNESS@SUNDT.COM OR CALL 480.293.3139

SEÑALES DE ADVERTENCIA DE PROBLEMAS DE SALUD MENTAL:

- Aislarse de la familia o amigos o retirarse de la actividad
- Disminución de la productividad
- Ausentismo o tardanza excesivos
- Regalar artículos personales (herramientas)
- Mayor uso de drogas o alcohol
- Actuar imprudentemente

RECURSOS EN ESPAÑOL

Línea de prevención de crisis: [988lifeline.org](https://www.988lifeline.org) - 988,
Desde una línea fija, llame al **800.273.TALK** (8255)

Línea de uso de sustancias: **800.662.4357**

Línea de Veterans crisis: **988**, presione 1 o texto **838255**

Línea de Disaster Distress: **800.985.5990**

EAP: **833.597.2304**, o [Sundt.lyrahealth.com](https://www.Sundt.lyrahealth.com)