

ALCS Benefits Response Coronavirus / COVID-19 Resources

Updated 8/30/2021

New/enhanced and existing benefits and programs to help support you and your family during this time.

- ★ Indicates a **new or enhanced benefit / feature in response to COVID-19**.
For general information about Altria's response to Coronavirus/COVID-19, go to the Altria **MOmentum Coronavirus Updates & Resources** page (internal) or the [Altria COVID-19 Update Page](#) (external).

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★ Supporting Your Family

New! Altria Extends Enhanced Dependent Care Reimbursement Program Through 2021

In light of the ongoing COVID-19 challenges facing our colleagues who are working parents, Altria has decided to extend the enhancements to the Dependent Care Reimbursement Program throughout 2021 for eligible employees. (The initial enhancements to this program were [announced on Aug. 26, 2020](#).)

Through Dec. 31, 2021, Altria is temporarily **reimbursing for more types of expenses and increasing the amount reimbursed to \$5,000 per full-time employee** (previously \$1,000) or **\$2,500 per part-time employee** (previously \$500). Also through 2021 all hourly employees in PMUSA, JMC and UST can access the Enhanced Dependent Care Reimbursement benefit. **Note:** SMWE employees are not eligible for this program. The program helps **defray the additional costs of finding and funding care**, and does not cover regular day care expenses.

Educational Support Costs

If, as a result of COVID-19-related closures, one or more of your children experiences an interruption to learning continuity at their regular primary or secondary school or homeschooling, the following are eligible educational support expenses:

- Tutoring or similar education support or enrichment;
- Alternative, in-home learning arrangements; and
- Other educational expenses (other than tuition).

Dependent Care Costs

- If, as a result of COVID-19-related closures, your dependent is not permitted to attend their usual school or daycare facility, including an adult daycare facility.
- If events occur that disrupt regular care arrangements.
- If work duties after normal working hours require you to arrange additional care.
- Waitlist fees for normal daycare provider.
- Registration and/or subscription fees for care provider finder services, including online services.

For details or reimbursement forms: [AltriaTotalRewards.com](#) > Work-Life > Child & Dependent Care Programs.

Additional Resources

- [Finding Childcare Resources](#)
- [State-Specific Childcare Resources](#)
- [Navigating Back to School during COVID](#)
- [EAP COVID-Related Webinars](#)

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Physical Well-Being

Health Care & Insurance

What to do if you're experiencing symptoms or think you've been exposed to the Coronavirus

Contact your primary care physician if you're experiencing symptoms of the Coronavirus, such as fever, dry cough, shortness of breath, chills, headache, and sore throat. Your doctor will advise you on how best to get care, if necessary. For more information, see these [CDC Updates](#) & the [CDC COVID-19 Symptoms page](#).

Cigna COVID-19 Resources

- [myCigna.com](#) **Free Symptom Checker** plus recommendations for next steps for care.
- [Cigna's Coronavirus \(COVID-19\) Community Resource Center page](#) & [COVID-19 Resources Flyer](#)

★ COVID-19 Vaccine Coverage

- **The COVID-19 vaccines are covered at 100%** because it is a preventive service. The vaccines are being rolled out now [according to prioritization recommended by the CDC](#) and implemented by the states.

★ COVID-19 Testing and Cigna Health Care Coverage

- Until further notice, all costs related to COVID-19 **FDA-approved** testing and testing-related visits are covered at 100%, including diagnostic testing as well as items and services furnished during an office visit (including telehealth), urgent care center visit, and ER visit (as long as items/services relate to the testing or evaluation to determine if diagnostic testing is required).
- Until further notice, all COVID-19-related treatment costs are covered at 100%.
- **Note: antibody blood tests (checking past COVID-19 exposure) must meet the following guidelines for medical necessity to be covered at 100%:** the antibody test is recommended by a health care provider; the patient is symptomatic but diagnostic tests do not show COVID-19 infection; the antibody test used is FDA-approved or FDA-approved for Emergency Use Authorization (EUA); and, the antibody test is performed by an approved lab. Check with the provider whether the test will be covered.
- **Remind the provider to use the appropriate COVID-19 billing codes** to ensure insurance coverage.
- **Cigna is providing at-home COVID-19 testing** (3-5 day turn-around) (due to the surge, tests are limited to those showing symptoms). To order, go to [myCigna.com](#). In the COVID-19 banner, click on "Learn More", then scroll to the second bullet under "Important Information for Customers" and order a test at the "Pixel by Labcorp" site. (In the myCigna app, look under "Alerts" for a link to order.) The test will arrive in 1-2 days. Follow the instructions to take the test and ship it back. Once received, the lab posts results in 1-2 days.
- If you have a question about COVID-19 health plan coverage, please contact Cigna at 1-800-633-1110.
- If you have a question about an existing COVID-19-related claim, contact our dedicated internal Cigna service representative, Joel Blosser, at 804-274-6310 or Joel.Blosser@cigna.com.

★ Telemedicine / Virtual Care

Until further notice, **all** telemedicine visits through MDLive are covered at 100% (excluding dental – see below) [Click here for an MDLive info video](#). Non-MDLive telemedicine (e.g., with a primary care doctor) is only free for COVID-19-related services.

About Telemedicine, Health Information Line, Cigna Dental Virtual Care and Virtual Counseling

- Altria's virtual care options provide care for non-urgent medical issues while reducing potential exposure, community spread and health care provider workload.
- Eligible employees and dependents can connect with board-certified doctors, pediatricians, nurses and dentists, and make appointments with licensed mental health professionals.
- To learn more / register, go to [myCigna.com](#), scroll down and click on the button to "Connect Now" with a doctor or nurse, or call MDLive at 1-888-726-3171. Consider register before you need the service.

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★ **Note: Virtual Counseling for Mental Health is also available with MDLive through myCigna.com and is currently covered at 100%** ([see this section below for more information](#))

[Cigna “Ask the Doctor” videos](#) – brief videos of medical professionals answering a variety of medical questions.

Virtual Wellness Screenings through MDLive count for your HSA annual preventive exam incentive

You can go through MDLive to get a virtual wellness screening online or via telephone, wherever it's most convenient for you, including evenings or weekends. And the screening qualifies for your HSA incentive for an annual preventive exam! Go to [myCigna.com](#), scroll down to “Talk to a doctor, counselor, or nurse 24/7” and click on “Connect Now.” link. Then follow this path: Doctor Visit Connect button > MDLive Connect button. Once you get to MDLIVE, confirm your location, choose the patient, Select the Service – Wellness Visit. Click Schedule a Visit and it will then display the steps to get your Virtual Wellness Screening.

Live Access to a Nurse Through myCigna’s Health Information Line

You can talk to a nurse by phone or via chat on [myCigna.com](#) or the myCigna app.

- By phone: Dial 800-633-1110 and follow prompts for “medical”, enter the required information, then say “24 Hour Health Information line” and you will be connected to a nurse.
- **Via chat:** Reach a nurse through chat on Cigna's Health Information Line Monday – Friday from 9 a.m. – 8 p.m. EST. At [myCigna.com](#) click on the green “Talk with us” chat bubble. The nurse can help assess symptoms and determine the right level and provider of care and provide guidance, education & resources.

★ **Cigna Dental Virtual Care (via myCigna.com)**

In-network virtual dental care visits are processed as an in-network benefit, with no copay or coinsurance required. The cost for each consult through the Cigna Dental Virtual Care portal on myCigna.com will be a flat \$45 (less than average costs for a routine consult with an in-network dentist). Contact your dentist first to see if they can provide virtual care. If your dentist cannot, Cigna Dental Virtual Care can provide licensed dentists to address urgent situations like toothaches, infection, swelling, bleeding, and more. You must go through [myCigna.com](#) to work with Cigna Dental Virtual Care. [Click here for more info.](#)

Over the Counter Items are Eligible Expenses for HSA / FSA / LPPFSA / HRA

Funds from your Health Savings Account, Health Care Flexible Spending Account, Limited Purpose Flexible Spending Account, or Health Reimbursement Account can be used to pay for over the counter (OTC) items without a prescription, including menstrual products. As with other medical eligible expenses, these OTC items are reimbursable from the LPPFSA only **after** the CDHP deductible has been met. A list of eligible expenses can be found at [www.cigna.com/expenses](#).

★ **New totalWELLness Vaccine Incentive Added**

For 2021, we've added a vaccine incentive to the list of qualified totalWELLness activities you and your enrolled spouse / domestic partner can complete to earn your maximum incentives for 2021. For more information on the amount of the incentive you qualify for, please visit the COVID-19 Vaccine Incentive page on [AltriaTotalRewards.com](#).

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★ **New!** Changes to Roll Over Rules for Limited Purpose Flexible Spending Accounts (LPFSAs) / Health Care Flexible Spending Accounts (HCFSAs)

The new COVID relief law enacted on Dec. 27, 2020 allows Altria to change how we treat HCFSAs, LPFSAs and Dependent Care Flexible Spending Accounts (DCFSAs) in light of disruptions to planned spending caused by the COVID-19 pandemic. Below is a summary of the changes we are adopting for HCFSAs and LPFSAs. For details on the DCFSA, go to page 6.

- **All** unused funds in your HCFSAs or LPFSAs at the end of 2020 will roll over to 2021 (previously you forfeited all remaining funds in an HCFSAs and all but \$500 remaining in an LPFSAs). Also, any remaining funds in these accounts as of Dec. 31, 2021 will roll over to 2022.
- If eligible, you can enroll in an HCFSAs or LPFSAs or, if you are already enrolled, change your future contribution amounts at any time during 2021 without a qualifying event. You will not be able to get refunds of previously contributed money, per current IRS guidelines.
- To enroll in an FSA or change your contribution amount for 2021, call the Benefits Center: 1-800-872-3777.

Fitness

Cigna Health Coaches

Cigna Telephonic Health Coaches appointments are available. Call 1.800.633.1110 to schedule time or to take part in an “In the Moment” coaching session right now (depending on coach availability).

During the COVID-19 crisis, our dedicated, on-site Cigna Health Coaches are for available to all employees for appointments by phone as an alternative to telephonic health coaching. To schedule a phone appointment to discuss topics like eating healthy, exercise, etc., employees can contact: Keisha Banks-Thornton at Keisha.Banks-Thornton.Contractor@altria.com or (804) 484-8458; or, Jared Canfield at Jared.Canfield.Contractor@altria.com or (804) 274-3340. Please provide a contact number and available dates/times (availability will vary based on demand). You can also [visit Cigna](#) for other wellness tools.

Our friends at LSE Wellness, who run our fitness centers, are offering a wide array of tools to stay sharp and in shape at home!

- [A Fitness Center Resource Page](#) featuring remote workout tips and stress management tool (only available on the Altria IS network).
- [An LSE Fitness YouTube channel](#) – Check out videos on fitness, health, and anything in between.
- [An Altria Fitness Center Club on Strava](#) – The Strava app tracks your runs, walks, hikes, rides, and every other outdoor activity and lets all of your friends see your hard work. The app is free, unless you upgrade.
- Regular fitness workouts and content each week via email and online:
 - Mondays: New workouts and content to get you through the week.
 - Tuesdays:
 - **12–1 p.m. - Virtual Health Conference** via WebEx. Drop in, say hi, and ask questions and trade fitness ideas. - <https://altria.webex.com/join/watsonde> or dial 1-650-479-3207; **Access Code:** 731 838 094
 - **2-2:15 p.m. – Mindfulness Sesssion on Microsoft Teams** led by a certified mindfulness and meditation instructor
 - Thursday: **2-2:15 p.m. – Mindfulness Sesssion on Microsoft Teams** led by a certified mindfulness and meditation instructor.
 - Fridays: New YouTube videos and more helpful tips to get you through the weekend.

Additional Resources

- [Listen to health & wellness webcasts featuring Cigna Health Coaches Jared and Keisha](#)
- [Sleep Tips](#)
- [Snacking During Quarantine](#)

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Financial Well-Being

Financial Management

Paid Leave: Salaried employees asked to self-quarantine will receive regular pay.

★ Student Loan Repayments Tax-Free until Dec. 31, 2025

Under the CARES Act, tax-free treatment of Student Loan Repayments as been extended through Dec. 31, 2025 (up to \$5,250 combined with existing tuition/education reimbursement payments). [See important details here.](#)

Live Webinars from Fidelity

- **Women Talk Money: a live, 30-minute conversation on money matters and COVID-19** - every Wednesday at 12pm EST through March 2021. Share money questions, ideas for getting / staying on track with financial goals and building financial contingency plans. [Experience the conversation for yourself!](#) Unable to join? Don't worry. You can listen on demand via www.fidelity.com/wtm at any time! You can also [sign up for a weekly Women's Newsletter](#) to learn of upcoming topics, [click here for more information](#), or [check out the podcast on Fidelity NetBenefits – search “podcasts.”](#)
- **Manage Unexpected Events and Expenses – 2-3 times weekly through March 2021** – [click for a schedule](#). Manage the financial challenges of our uncertain economic conditions, including assessing spending, taking control of your budget, considerations for taking money from a 401k, and ways Fidelity can support you. [Also available as an on-demand webinar.](#)
- **Navigating Market Volatility – 2-3 times weekly through March 2021** – [click for a schedule](#). Addresses issues like managing retirement savings, whether to change your investment risk levels, or whether to get out of the market and into cash. [Also available as a 12-minute, on-demand presentation.](#)

Additional Fidelity resources regarding the COVID-19 issue and related economic / market uncertainty:

- [COVID-19 Resource Center on NetBenefits®](#) - Information regarding COVID-related legislation and how COVID can inform your financial choices. Click on “Learn” or scroll down the front page.
- **Good Account Hygiene - Make sure your account information is as clean as your hands.** During these unprecedented times, its important to make sure your account has good information hygiene so Fidelity can reach you with timely and urgent information. [Click here for a checklist.](#)

Military Leave of Absence

If you were called to active duty, contact Heather Wheeler in HR Direct (888-447-2060) to initiate a military leave of absence. Email active duty orders/documentation to the [HR Direct Leave of Absence](#) team. For more information, go to AltriaTotalRewards.com > Leave & Insurance > Leave of Absence > Military Leave.

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Financially Supporting Your Family

★ **NEW!** Enhancements to Dependent Care Reimbursement Program extended through 2021 – [see page 1 for details](#).

★ **New!** Changes to Roll Over Rules for Dependent Care Flexible Spending Accounts (DCFSA)

The new COVID relief law enacted on Dec. 27, 2020 allows Altria to change how we treat DCFSA, Health Care FSAs and Limited Purpose FSAs in light of disruptions to planned spending caused by the COVID-19 pandemic. Below is a summary of the changes we're adopting for DCFSA. For details on the HCFSA/LPFSA, go to page 4.

- **All** unused funds in your DCFSA at the end of 2020 will roll over to 2021 (previously you forfeited all remaining funds). Also, any remaining funds in this account as of Dec. 31, 2021 will roll over to 2022.
- If eligible, you can enroll in a DCFSA or, if you are already enrolled, change your future contribution amounts at any time during 2021 without a qualifying event. You will not be able to get refunds of previously contributed money, per current IRS guidelines.
- For 2021, you may be reimbursed for expenses for children age 13 and under; previously reimbursable expenses were for children age 12 and under. If your child turned 13 in 2020 and you have unused funds at the end of 2020, you may be reimbursed (up to the unused amount) for expenses incurred in 2020, even after the child turned age 13. You must submit reimbursement requests by Dec. 31, 2021.
- To enroll in an FSA or change your contribution amount for 2021, call the Benefits Center: 1-800-872-3777.

Additional Resources

- [Finding Childcare Resources](#)
- [Navigating Back to School Challenges during COVID](#)
- [State-Specific Childcare Resources](#)
- [EAP COVID-Related Webinars](#)
- [Health Advocate COVID-Related Webinar](#)
- [Disaster Assistance Resources](#)

Caring for Yourself or Your Loved Ones

Short-Term Disability

If you personally are experiencing a medical condition, as defined by the Short Term Disability Plan (Accident & Sickness Plan for USSTC Hourly employees), which makes it unable for you to perform the essential functions of your job for more than 7 consecutive calendar days (or other period as set out in a collective bargaining agreement), you can initiate a medical claim for short term disability and/or a Family and Medical Leave Act (FMLA) claim by contacting The Hartford at 1-888-301-5615 or abilityadvantage.thehartford.com. For more information, go to AltriaTotalRewards.com > Disability > Short Term Disability

Paid Family & Medical Leave

After 31 days of service, salaried employees are eligible for up to 12 weeks of full pay for various reasons, including to care for your spouse, domestic partner, child, or parent who has a serious health condition. This benefit is in addition to Short-Term Disability benefits, if applicable. Click here for more information: AltriaTotalRewards.com > Leave & Insurance > Leave of Absence

Prevent Domestic Violence

As state and federal governments have urged or required citizens to stay at home, the likelihood of domestic violence has increased, as many victims are locked down in the same residences as their abusers. Click [here](#) for information from Corporate Security on how to prevent domestic violence now or any time.

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Emotional Well-Being / Employee Assistance Program (EAP)

Mental Health Awareness

Altria offers a broad array of mental health resources to help us care for ourselves, our families and our colleagues.

★ Virtual Counseling for Mental Health

Working with Cigna, we are able to offer a variety of virtual counseling services for mental health:

Virtual Counseling Service	When to Use	Delivery	Cost/coverage	Who is eligible	How to access
New: Talkspace	For on-demand (virtual) mental health assistance, day or night, from licensed therapists or psychiatrists.	Online, video or text	Billed through your Cigna health care coverage, and you can use tax-free HSA dollars to reimburse yourself for any costs.	All employees, retirees and eligible dependents (aged 13+) in Cigna health coverage.	Go to myCigna.com and, on the home page next to "Talk to a doctor or nurse 24/7," click "Connect Now," click on "Counseling," then scroll down to "Talkspace."
MDLive through myCigna.com	To set up a future virtual appointment with a licensed therapist, psychologist or psychiatrist.	Video	Virtual mental health sessions on MDLive through myCigna.com are currently covered at 100%.	All employees, retirees and eligible dependents in Cigna health coverage.	Go to myCigna.com and, on the home page next to "Talk to a doctor or nurse 24/7," click "Connect Now," click on "Counseling," then scroll down to "MD Live."
Employee Assistance Program (EAP)	To set up a future appointment with a licensed clinician; or, to immediately connect with a crisis resource.	Phone counseling (24/7 for crises or for an appointment), online chat (8 a.m. - 7 p.m. CST).	Eight free sessions per person per need.	Any employees, retiree, eligible dependent or anyone living in your household can use this service. You do not need to be enrolled in Altria health care coverage.	To access crisis counseling, call 1-800-633-1110 and tell the person answering that you are in crisis and need immediate assistance! To set up a future appointment, call 1-800-633-1110 or go to myCigna.com and choose EAP under the "Coverage" tab (Employer ID: Altria).

Employee Assistance Program

EAP, administered by Cigna, connects **you, eligible dependents or anyone living in your household** with specially trained professional counselors to help resolve a variety of issues. There's no cost to you and health plan enrollment is not required.

To speak to an EAP counselor 24/7 or for more information call 1-800-633-1110 or chat online with an EAP consultant at myCigna.com and choose EAP under the "Coverage" tab (Employer ID: Altria). To learn more, go to AltriaTotalRewards.com > Health & Wellness > Mental & Emotional Health Care & the EAP

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Grief and Loss

COVID-19 has generated grief and loss well beyond its direct impact. [Click here to learn how EAP can help managers, employees, and household members deal with grief and loss.](#)

★ On-Site EAP Counseling Services Available by Phone (Richmond-area employees)

Until Richmond-area facilities are reopened, Jim Doran, our on-site licensed clinical professional, will conduct counseling sessions via phone. Jim offers counseling in areas such as anxiety, depression, work-life balance, stress management, healthy relationships, and coping with grief and loss. To schedule a phone session, call Jim at (804) 751-0277 (office) or (804) 240-8628 (cell). Available times: Thursdays from 1 pm - 3 pm; Fridays from 8 am - 12 noon.

Mindfulness Sessions from LSE

In the midst of our challenging times, take 15 minutes on Tuesdays and Thursdays at 2 p.m. for a Mindfulness Moment with an LSE Fitness team member and certified mindfulness and meditation instructor. Mindfulness teaches you to be present in the moment, more aware of your mind, body and surroundings, what is stimulating you in the moment and your reaction to it.

- **Tuesdays, 2-2:15 p.m. – Mindfulness Session on [Microsoft Teams](#)**
- **Thursdays, 2-2:15 p.m. – Mindfulness Session on [Microsoft Teams](#)**

Employees and spouses/domestic partners in the CDHP who participate will qualify for the \$100 HSA incentive for participating in an online seminar or activity.



Personal Emotional Well-Being Resources

- [CignaResilience.com](#) - for maintaining resilience all year long
- [Self-Care: Why it Matters](#)
- [Depression Awareness & Support](#)
- [Why We Worry & What To Do About It](#)
- [Fear in Uncertain Times](#)
- [Coping with the Fear of Coronavirus](#)
- [Suicide Awareness & Prevention](#)
- [Cigna Health & Wellness Content](#)
- [Self-Care Strategies](#)
- [Strategies for Coping with Uncertainty](#)
- [Stress Reactions to Trauma & Self-Care](#)
- [Solutions When You're Stressed Out](#)
- [Building Resiliency](#)
- [Resilience in Challenging Times](#)
- [Cigna Podcasts on Mindfulness & Meditation](#)
- [Practice Mindfulness this Holiday Season](#)
- [Be Mindful & Meditation](#)
- [Coping with Loneliness](#)
- [Connecting with Others Helps Mental Health](#)
- [The Importance of Community & Mental Health](#)
- [Signs and Symptoms of Chronic Loneliness](#)
- [Podcast: Impact of Loneliness](#)
- [Managing the Impact of Change](#)
- [Cigna Veterans' Support Resources](#)
- [Public Mental Health Resources](#)
- [Crisis Text Line](#)
- [Quarantine Resources](#)
- [Altria's myPath talent platform features wellness, meditation & stress management resources](#)

Coping with Violence

- [Coping with Fear of Violent Attacks](#)
- [Coping with Violence in the Community](#)
- [Coping with the Reaction to Violence](#)
- [Managing Distress After a Violent Attack](#)
- [Witnessing a Traumatic Event](#)
- [Dealing with the Impact of Violence and Violent Death](#)

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On-Demand Webinars at cigna.com/eapwebcasts, [EAP COVID-Related Webinars](#) and [Health Advocate COVID-Related Webinars](#), including:

- Coping with Pandemic Fatigue ([webinar](#) & [handouts](#))
- [Eating Disorders Seminar Series](#)
- Managing Anxiety: COVID19 Fears & Concerns
- Experiencing Mindfulness: Two-Part Series
- [Resilience in Challenging Times](#)
- Understanding Depression
- Managing the Return to Work
- Navigating Back-to-School Challenges
- Additional topics: Emotional Well-Being, Stress Management, Health & Wellness, Family Matters and Financial Health

On-Demand Podcasts

- [A Building Resilience podcast](#)
- You can listen hundreds of podcasts on topics from strep throat to stress management on myCigna.com > Wellness > Health Encyclopedia > Audio Library

Family Emotional Well-Being Resources

- [Children & Family Mental Health Awareness](#)
- [Coronavirus Couples Living at Home Strategies](#)
- [Reassuring Children](#)
- [Kids, Teens and Coronavirus Stress](#) Webinar
- [Care for Others by Caring for Yourself](#)
- [Back to School Survival Guide](#)
- Educational Resources for Kids – check out what our colleagues are sharing in [Yammer](#)
- [Helping Children Cope with Violence](#)

Manager Resources

Manager EAP Resources

- **Confidential Management Consultations 24/7/365:** Managers and HR contacts can call EAP for one-on-one guidance for helping employees with the stress from the pandemic. [See more details here.](#)
- **Virtual Group Telephonic Critical Incident Debriefing:** Managers can arrange for an EAP Provider to facilitate a conference call session with their team to discuss how to cope with the emotional impacts and challenges of the COVID-19 pandemic and how EAP can help. [Learn more here.](#)
- [Manager's Guide: Mental Health at Work](#) – on-demand webinar

Additional Resources

- [Supporting Employees: COVID Fears & Concerns](#)
- [6 Tips Working Remotely](#)
- [Work @ Home Checklist](#)
- [Work @ Home: Keys to Success Webinar](#)
- [Make Work @ Home Work for You Webinar](#)
- Additional on-demand webcasts on the [Cigna EAP Wellness Webcast Portal](#) cover topics such as Emotional Well-Being, Stress Management, Health & Wellness, Family Matters and Financial Health.
- [Managing a Virtual Team Webinar](#)
- [Managing the Return to Work Webinar](#)
- [Managers: When an Employee is Struggling](#)
- [Well-being Ideas for Remote Employees](#)

Caring for and Recognizing Colleagues

★ **Recognize your colleagues** for Caring for Each Other, and Rising to the Challenge, Together, and other behaviors exemplifying the Altria Way. We may feel far apart, we're in this together. [Stay connected with SNAP.](#)

★ [The Altria Inclusion & Diversity Team has created a Community Trauma Ally & Inclusive Leader Information Packet](#) – Learn how you can support your colleagues through the recent violence against Black Americans.

COVID-19-Specific Information and Resources

- [CDC Updates](#) & [CDC COVID-19 Symptoms](#) and [CDC Information on Dealing with Coronavirus Stress](#)
- [Cigna Coronavirus Resource Center](#) and [Disaster Assistance Resources](#)

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