MENTAL HEALTH AT A GLANCE

In case of emergency (suicide, harm to self and others), call 911 or the Suicide Prevention Hotline at 988 or 800-273-8255.
If you need extended time off to care for yourself or your family member, you may qualify for a leave of absence. For more details, contact The Larkin Company at 866-923-3336 or nvidia-loa@thelarkincompany.com.

	Dedicated Counselors	Employee Assistance Program (EAP)	NVIDIA HSA	NVIDIA HSA Plus	NVIDIA PPO	Kaiser HSA (CA)	Kaiser HMO (CA)	BCBS (Alabama)	Crossover Health (in Santa Clara)	RethinkCare (Support for parents)	Brightline (Coaching & Therapy)
DURATION	Short-term | Eight visits per incident		Long-term | Acute situations | Unlimited visits						Unlimited visits	Counseling - 14 hrs per year	Unlimited
ELIGIBILITY	At least 18 years of age	Employees and household members	Enrolled employees and dependents						Enrolled employees, dependents (18+) in Cigna	Employees and family members	For kids and teens enrolled in Cigna
COST	N/A	N/A	Deductible and Coinsurance	Deductible and Coinsurance	Copays	Deductible and coinsurance	Copays	Copays	Copay or deductible and Coinsurance	N/A	N/A
VISIT TYPE											
In Person		✓	✓	✓	✓	✓	✓	✓	✓		
Virtual Visits/Telehealth	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Counseling via Text Message (Talk Space - Cigna)		✓	✓	✓	✓						
Psychiatry			✓	✓	✓	✓	✓	✓			✓
Individual Therapy											✓
Group Therapy			✓	✓	✓	✓	✓	✓			
TOPIC											
Substance Abuse			✓	✓	✓	✓	✓	✓	✓		
Addiction	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Grief Counseling	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Family Support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Serious Health Diagnosis (COVID, Cancer)			✓	✓	✓	✓	✓	✓	✓		
Societal Concerns	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Relationship, Marriage, Divorce			✓	✓	✓	✓	✓	✓	✓		
Stress, Anxiety, Depression	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Eating Disorder			✓	✓	✓	✓	✓	✓	✓		✓
Work Stress	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Special Needs/Developmental Disabilities			✓	✓	✓	✓	✓	✓	✓	✓	✓