Indian Health Service Patient Benefit Coordinator Basics

DUSTIE CUMMINS PATIENT BENEFIT COORDINATOR MARCH 2024



Introduction

- Patient Benefit Coordinator (PBC) in the Revenue Operations Manual (ROM)
- PBC Purpose
- PBC and the Revenue Cycle
- Be Knowledgeable
- Plan & Organize
- o Reports
- Programs
- COVID & Long COVID
- o Best Practices
- How-Tos
- o Self Care

PBC in the ROM

ROM - Patient Benefit Coordinator – Part 1, 4.1.6

- Work with Patient Registration to identify uninsured patients.
- Screen patients to determine which programs they are eligible for.
- Stay knowledgeable on program regulations and eligibility requirement changes.
- Educate patients on available programs.
- Provide program information, application assistance and referrals.
- Respond to referrals from Patient Registration, Purchased Referred Care, and others.

- Educate staff about programs and any changes.
- Provide community outreach & education.
- Partner with local & Tribal organizations.
- Assistance with application, document gathering, and renewal.
- Follow-up, update insurance in HRN, alert PRC.
- o Document
- o Reports



ROM - Patient Benefit Coordinator – Part 1, 4.1.6

Qualifications/Attributes:

- Exceptional customer service, communication & organization skills
- Previous third party work experience/knowledge
- Health insurance familiarity
- People-oriented
- Attention to detail
- Computer literate
- Also add: confidentiality, empathy, trustworthy, reliable, self-motivated, critical thinker





ROM - Patient Benefit Coordinator – Part 1, 1.7.3

The Benefit Coordinator obtains alternate resources for patients with no insurance.

Registration refers potential eligible patients to the Benefit Coordinator, and the Benefit Coordinator assists and educates patients on obtaining alternate resources. This process at the facilities optimizes third party revenue.

It is important for the Benefit Coordinator to stay actively involved with Patient Registration, Billing, and Purchased Referred Care (PRC) Service. The identification of insurance eligibility is vital for extending PRC funding and its accuracy highly influences the promptness of payment within the PRC system. Benefit Coordinators should be proactive and utilize available reports (i.e., PORP report) to identify patients without insurance and actively screen for eligibility.

<u>https://www.ihs.gov/sites/businessoffice/themes/responsive2017/display_objects/documents/ROM_Part1.pdf</u>





PBC Purpose

PBC Purpose

PBCs play an important function, they are advocates and voice for patients but also perform a key function in the revenue cycle.

- Identify and assist community members in obtaining heath coverage & other benefits.
- IHS is not a for-profit entity, however PBCs should keep revenue as a priority and simultaneously have patients' best interest in mind.

Revenue generation can lead to better overall patient care – increased funds allow more staff & equipment, expanded services and improved clinical services.

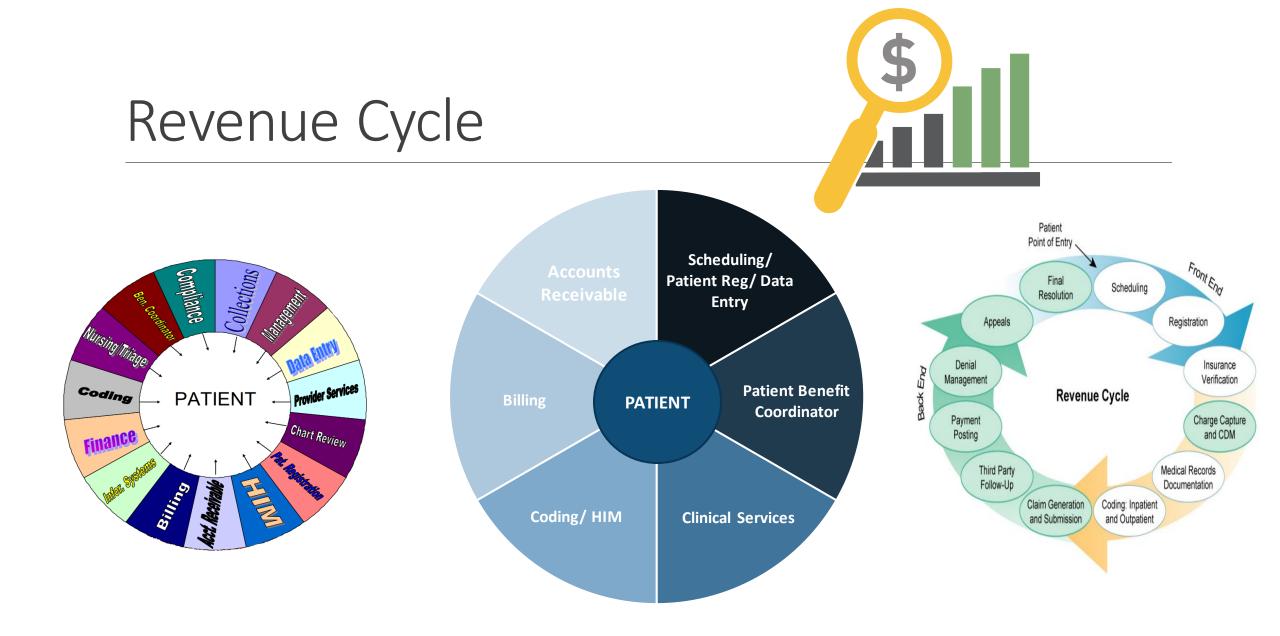
A PBC's purpose is broader than revenue generation.

- PBC's are in the Business Office (and other areas), but perform human services type work they connect community members to programs like Cash, Nutrition and Energy Assistance, make referrals to outside agencies, or to in-house services like Behavioral Health.
- They help communities become stronger and healthier.
- If a community is healthy, they can focus on other issues.

We want to empower – instead of enable.



PBC and the Revenue Cycle



Be Knowledgeable

PLAN AHEAD/ORGANIZATION

PROGRAMS

MEDICAID UNWINDING

COVID-19

CHECKING FOR ALTERNATE RESOURCES

BEST PRACTICES



Be Knowledgeable

Stay up to date to provide key program information to the community and staff.

What trainings should you be taking?

- CMS Certified Application Counselor (<u>https://portal.cms.gov/portal/</u>)
- State Health Insurance Program (<u>https://www.shiphelp.org/ship-resources/training-staff</u>)
- Veteran's Affairs (<u>https://www.benefits.va.gov/persona/veteran-minority.asp</u>)
 Buck Richardson conducts Tribal Veteran Representative trainings, <u>William.Richardson@va.gov</u>.
- Local, State, and Area trainings.
- IHS, CMS, SSA & NIHB webinars.

Understand how insurance works to assist community members navigate the unfamiliar subject.

Sign up for CMS, SSA, IHS, NIHB, and other listservs to attend calls and webinars to stay informed.



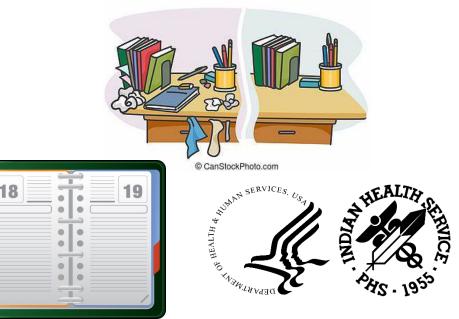
Plan Ahead & Stay Organized

 \circ Plan ahead.

- Keep and use a calendar, preferred electronic so you can receive reminders.
- Prescreen patients prior to application appointments to know what they will be eligible for and what documents will be necessary.
- $\,\circ\,$ Schedule time for documentation.
- Schedule time for:
 - Regular tasks: referrals, follow-up, PRC, etc.
 - Recurring meetings.
 - o Reports.
- Training.

o Leave.

- $\,\circ\,$ Allows other staff to plan for your absence.
- $\,\circ\,$ Gives you something to look forward to.



PROGRAMS

- o <u>Medicaid</u>
- o <u>Medicare</u>
- o <u>Marketplace Insurance</u>
- o <u>VA Health</u>
- o Private Insurance
- o <u>Social Security Administration</u>
- Other programs: SNAP, TANF, GA, Energy, etc.





PROGRAMS: Medicaid

Medicaid

- <u>ACA</u>: Medicaid, CHIP, Parent/Caretaker, Pregnant Women, Medicaid Expansion, Former Foster Care, Dept. of Corrections.
- <u>Family</u>: Family Medically Needy, Child Medically Needy, Qualified Pregnant Woman, Breast/Cervical Cancer, Foster Care/Subsidized Adoption.
- <u>Aged, Blind, Disabled</u>: Medicare Savings Programs, Categorically Needy, Medically Needy, Nursing Home, Workers with Disabilities, Home and Community Based Services-Waiver.





PROGRAMS: Medicaid

Medicaid Income Guidelines and Asset Limits

			Program & Federal Poverty Limit							
HOUSEHOLD SIZE	Healthy Montana Kids PLUS	Healthy Montana Kids	MT HELP Plan apply.mt.gov	PW Medicaid <u>apply.mt.gov</u>						
	143%	261%	138%	157%		ZERO COPAY	/ DEDUCTIBLE		MONTHLY/400%	YEARLY / 400%
	14370	20170	13070	13770	MONTHLY/100%	YEARLY/100%	MONTHLY/300%	YEARLY/300%	110111111740070	TEARET/ 400/0
1	\$1,737	\$3,171	\$1,677	\$1,908	\$1,215.00	\$14,580	\$3,645	\$43,740	\$4,860	\$58,320
2	\$2,350	\$4,289	\$2,268	\$2,580	\$1,643.33	\$19,720	\$7,740	\$59,160	\$6,573	\$78,880
3	\$2,962	\$5,407	\$2,859	\$3,253	\$2,071.67	\$24,860	\$9,758	\$74,580	\$8,287	\$99,440
4	\$3,575	\$6,525	\$3,450	\$3,925	\$2,500.00	\$30,000	\$11,775	\$90,000	\$10,000	\$120,000
5	\$4,188	\$7,643	\$4,041	\$4,597	\$2,928.33	\$35,140	\$13,792	\$105,420	\$11,713	\$140,560
6	\$4,800	\$8,761	\$4,632	\$5,270	\$3,356.67	\$40,280	\$15,810	\$120,840	\$13,427	\$161,120
7	\$5,413	\$9,879	\$5,223	\$5,942	\$3,785.00	\$45,420	\$17,827	\$136,260	\$15,140	\$181,680
8	\$6,025	\$10,997	\$5,814	\$6,615	\$4,213.33	\$50,560	\$19,845	\$151,680	\$16,853	\$202,240

Usualasia	ABD Medicaid	QMB	SLMB	QI	
Household Composition	SSI Income Standards	Pays for MCR A and/or B premium, copay & deductible	Pays for MCR B premium & partial copay & deductible	Pays for MCR B premium only	
Individual	\$914	\$1,215	\$1,458	\$1,641	
Couple	\$1,371	\$1,644	\$1,972	\$2,219	
Asset Limits	SINGLE \$2,000 COUPLE \$3,000				



Medicaid Unwinding

One of the biggest occurrences to affect Medicaid in some time halting of renewals and now the Medicaid Unwinding.



MEDICAID RENEWAL LETTERS Don't miss this letter.

Check that your state Medicaid office has your current mailing address. Your Indian Health Care Provider can help.

Since the onset of the COVID19 Pandemic, Medicaid renewals have been halted. Last spring, states have restarted Medicaid renewal processes. Which means if patients have not updated their contact information, disregarded mail, have increased income or household changes that cause them to no longer be eligible, there will be a large drop in active Medicaid patients in the coming months.

Some states have partnered with ITUs to share information to assist in a proactive plan to lessen the amount of Medicaid terminations in Indian Country.

If your state has shared information what have you, the Service Unit, or Area done the data?

IHS Medicaid Unwinding site: https://www.ihs.gov/coronavirus/medicaid-unwinding/



PROGRAMS: Medicare

Original Medicare

Medicare

Basics

- o Part A: Hospital ¬
- Part B: Medical
 - Medicare Savings Program
- Part C: Advantage Plan
- Part D: Prescription
 - Extra Help
 - IHS Notice of Creditable Coverage
- o Medigap: Supplement

Medicare.gov

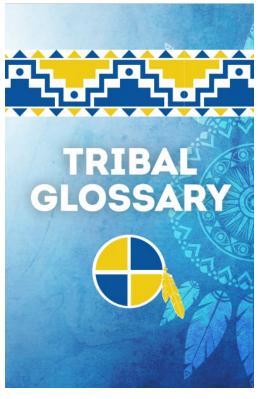




PROGRAMS: Marketplace

Marketplace Insurance

- o Special protections for Native Americans
- o Health Coverage Basics
- o Premium Tax Credit
- o <u>Certified Application Counselor</u>
 - o <u>Training</u>
- o Ordering Tribal Products
 - o <u>Coverage to Care Roadmap</u>
 - o Tribal Glossary
 - o Information for AI/ANs Applying for Coverage



10 Important Facts about Indian Health Service and Health Insurance

> For American Indians and Alaska Natives

Why your Indian health benefits may not be enough





PROGRAMS: VA

VA Health

VA and IHS

VA Copay Exemption - form

VA for Native American Veterans

Native American Direct Loan (NADL)Program

Alaskan Native Veterans Land Allotment Program of 2019





PC Votonae Photography





PROGRAMS: Social Security

Social Security Administration

- o American Indians and Alaskan Natives
- o Patient Benefit Coordinator Guide
- o <u>My Social Security</u>
- o <u>Retirement</u>

F

- o <u>Early Retirement</u>
- o Disability (SSDI)
 - o Adult Checklist
 - o <u>Qualifications</u>
- o <u>Survivor's</u>
 - <u>Widow(er)/Divorced Spouse</u>
 - o <u>Child(ren)</u>
- o <u>Supplemental Security Income (SSI)</u>
- Differences between SSI and SSDI and how to know which your patient has.
- o Social Security Cards
 - o <u>Application</u>

Social Security Administration Tribal Benefits Coordinator Guide 2021

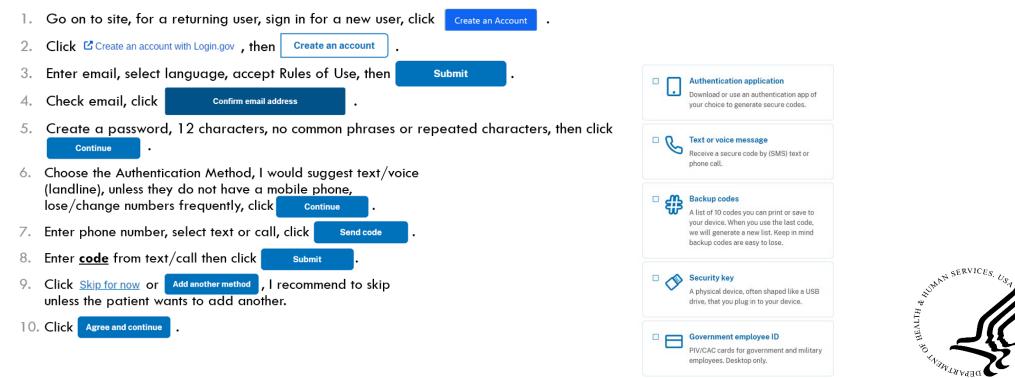




PROGRAMS: Social Security

My Social Security is key to assisting patient who need help with Medicare and SSA programs. If you are not able to create an account you will need to refer to SSA, which can delay services if hold times are long or appointments need to be made.

Website: my Social Security | SSA



PROGRAMS: Social Security

My Social Security is key to assisting patient who need help with Medicare and SSA programs. If you are not able to create an account you will need to refer to SSA, which can delay services if hold times are long or appointments need to be made. Plan For Retirement Use our estimator below to discover the best time for you to file for benefits

11. Did you receive activation code, select no and continue.

- 12. Terms of Service, 🗹 Lagree to the Terms of Service then click Next
- 13. Enter patients info:
 - Name

=

- Social Security Number
- Birthdate
- Home Address
- Phone Number
- Click Next
- Sometimes an activation code will be mailed (15-20 days) and you will have to pickup after it is received. If services are urgent you may want to call your local SSA for assistance, to setup an appointment, or schedule on your SSA VSD time slots.
- 14. Once you are able to access the account there

are 3 main tabs:

🕝 my Social Security

A Home Messages & My Profile

- 15. On the Home tab is where you see the main information, SS Statement (earnings), request a replacement SSC, view/print Benefit Letter (award), Eligibility, Retirement Benefit Amounts, and apply for benefits like: Medicare and cash benefits.
- 16. Make sure patient has login info saved.

▲ Your Social Security Statement

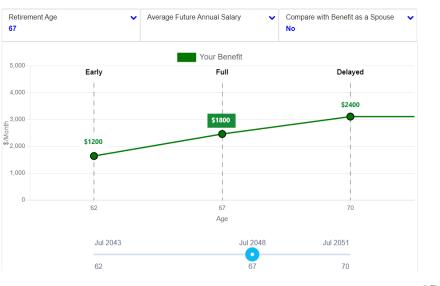
You can download your statement as a PDF or XML file.

Replace your Social Security Card

▲ Your Benefit Verification Letter

Your letter proving you receive or do not receive Social Security Benefits.







COVID-19

COVID-19 changed the way we live. So many everyday things changed from in-person to online and has had an effect on how we conduct business as a PBC. If you hadn't been already – it has forced you to evolve to more online and phone based services. This is a benefit to community members who may have limited resources and transportation.

Programs and services were modified or created for Medicaid, housing, energy, food, financial assistance and now Social Security Administration with new disabilities for Long COVID. We have had to learn what was out there, what the qualifications were and how to help patients apply.

It has also had an effect on staffing and delays processing applications and changes for many agencies and organizations, which may create hardships for out patients.

IHS COVID site: <u>https://www.ihs.gov/coronavirus/</u>. Has information by Area on vaccinations given, tests administered and the number of positive cases. How the pandemic forced IHS to evolve technologically. Also provides many resources and information regarding COVID, Long COVID and the Medicaid Unwinding.



Long COVID Programs & Resources

Long COVID can be a disability if it substantially limits one or more major life activities.

You can assist in Disability applications here: <u>https://www.ssa.gov/apply</u>. The process is the same as any other Disability application. One thing you may want to check is to ensure medical diagnosis(es) are documented in the patient's HRN to help the process go smoother. If they are not, you may want to assist the patient in talking to their provider.

IHS: https://www.ihs.gov/coronavirus/long-covid/

SSA: https://www.ssa.gov/disability/professionals/documents/EN-64-128.pdf

HHS: <u>https://wecandothis.hhs.gov/resource/resources-about-long-covid</u>; <u>https://www.hhs.gov/civil-rights/for-providers/civil-rights-covid19/guidance-long-covid-disability/index.html</u>

Checking for Alternate Resources

Before reaching out to patients check the resources your Service Unit has to check for health coverage:

- o State Medicaid Portal
- Emdeon CardFinder
- Change/One Health
- My Ability/Inovalon
- o Availity
- o Individual insurance eligibility portals
- o Others

Some require insurance company name, member/policy numbers, others only need patient's identifiers to run eligibility. There may be some investigating once you find an indication of coverage. An insurance card is still needed to properly bill so reach out to the patient/send a letter letting them to provide a copy.

If you know your local employers and what insurances they offer if may help finding coverage. Once you find coverage you may need to call the insurance company to gather more information. Use an Insurance form so you don't forget to ask import details.





Best Practices

- Time Management: use your calendar and stick to it the best you can. Schedule breaks, meeting, patient appointments, and other tasks. If you need an hour for an application, may sure to add 15-20 minutes for notes and/or a break between patients or meetings.
- **Organization**: keeping your space tidy, emails in check, and staying on top of referrals helps you work efficiently and can help keep job stress lower.
- **Check Clinic Schedules**: Use those to reach out to patients who will be in the clinic communicate with patient registration/nursing staff that you would like to visit the patient.
- **<u>Reports</u>**: use preferred reports to contact uninsured patients about alternate resources.
- <u>Screenings</u>: complete an income/household/asset screening prior to application appointments creates an opportunity to apply or give referrals for other programs the household may be eligible for and so you are scheduling enough time for the meeting.
- **<u>Rebuttals</u>** to reasons someone doesn't want health coverage.
- Interviewing:
 - Create a flow that works for you and your community members.
 - Find a way to politely reign in conversations that have taken up too much time or are way off topic. Always want to be personable and build rapport but get your goal accomplished within the allotted time.
 - Update contact information, employment, Veteran status, emergency contact & next of kin.
- **Document** during, right after, or at most within 24 hours of encounter.
 - Use a note template.
 - Copy and past in to other household members' HRNs.
- Self-Care





PBC How-Tos

BPRM

REPORTS

How-tos

Health Care Screening:

- 1. Have your income screening guide.
- 2. Ask questions:
 - Who lives in the home may need to figure out who will be in the actual household for the application and their ages.
 - Tax filing household.
 - Wages and other types of income Use gross amounts. May need to calculate self employment (gross-expenses=net income). If there is SSA income – find out if SSI/Disability – income and assets limits will be different. If there is Per Capita, lease income, cultural income - know what to exclude/include.
 - Expenses depending on program, may be able to use: housing, utilities, medical, childcare, child support, alimony, and student loan expenses.
- 3. Results figure which programs could be of use to the patient/family and apply or make referrals.

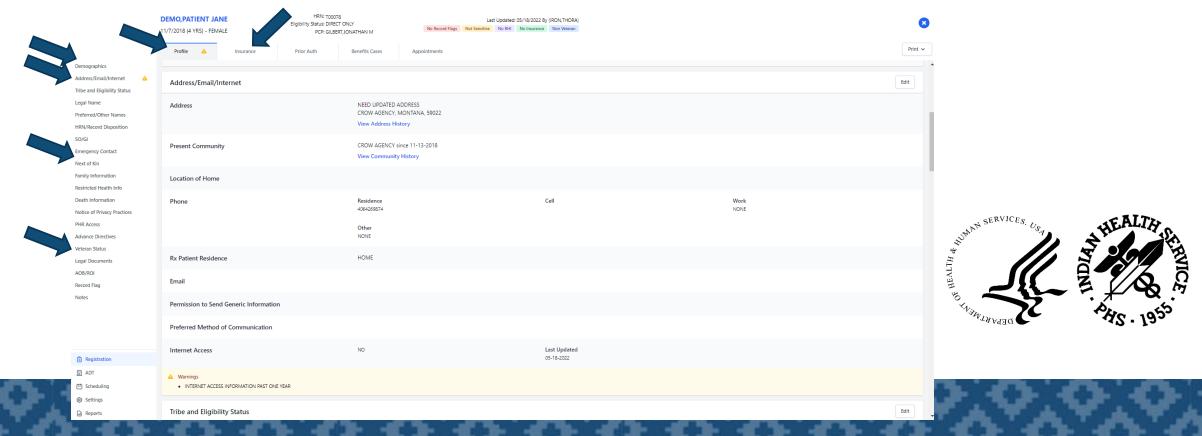






BPRM: Profile Tab

During a patient encounter, ensure the following is updated: contact information, employer, emergency contact, next of kin, insurance (next slide), and Veteran status.

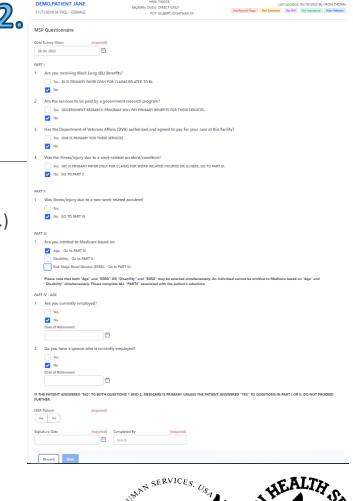


How-Tos

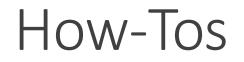
BPRM: Insurance Tab has 3 options:

- 1. Insurance Coverage: add/edit insurances (use form), click type and enter all info (ID #, group, etc.)
- 2. Insurance Sequence: to select primary/secondary insurance if there is more than one coverage
- 3. MSP Surveys: complete survey for Medicare patients.

1.	DEMO, PATIEN 11/7/2018 (4 YRS)		Eligibility Status	1: 100078 5: Direct Only 9: Gilbert,Jonathan M		No Record Flags		dated: 05/18/2022 By (IRC RHI No Insurance N		8
	Profile	Insurance	Prior Auth	Benefits Cas	es Ap	pointments				Print 🗸
Insurance Coverage										
Insurance Sequence	Insurance Co	verage							Add Insura	ance 🗸
MSP Surveys	INSURER	INSURER TYPE	SUBSCRIBER	COVERAGE TYPE	POLICY NUM	BER ELIGIE	BILITY BEGIN DATE	ELIGIBILITY E	Medicare/Railroad Medicaid	
				No data	for Insurance Cover	rage			Medicare Part D	
STATUS									Private	
Active									Third Party Liability	
Inactive	3.	Add Medical Sequence							Workmen's Comp	
	9.	Effective Date	Ë						Guarantor	
		Insurance Sequences						Sequence V		
		SEQUENCE #	INSURER NAME	COVERAGE TYPE	ELIGIBILITY	BEGIN	ELIGIBILITY END			
				No data						
		Discard								







BPRM: Profile Tab - Notes

This is the Page 8 of RPMS.

Document any changes you made to the HRN (contact info, insurance, forms, etc.).

Depending on your Service Unit's policies & procedures you may/may not need to document PBC activities.





	INSURANCE FORM		
	DATE GATHERED DATE ENTERED COPY C	DF CARD? YES / NO	
	EMPLOYEE NAME		
	POLICYHOLDER NAME	Public Health Service	
	HRN DOB GENDER	DEPARTMENT OF HEALTH & HUMAN SERVICES Health Service Administration Indian Health Service	
How-Tos	POLICYHOLDER ADDRESS	Business Office P. O. Box 9 10110 South 7650 East Crow Agency, MT 59022	
	POLICYHOLDER PHONE:		
	EMPLOYER	DATE	
 Insurance Form 	EMPLOYER ADDRESS	Dear NAME,	
insurance i offit		It has come to my attention you have do not have healthcare coverage. If you have coverage please present your card at your next visit. If you need assistance applying for coverage like	
 Case note template 		Medicaid, Medicare, or Markehlace Insurance please contact an Indian Health Service Patient Benefit Coordinator (IHS PBC) at 406-638-3416 or 3418.	
	INSURANCE COMPANY NAME	If you or your spouse are employed and have employer sponsored private insurance you will not	
 Letter template 		pocket when you receive your health care at IHS and/or attend appointments out of IHS with	
	GROUP NUMBER/NAME	approved Purchased Referred Care (PRC - formerly CHS - Contract Health Service) referrals.	
	BILLING ADDRESS	If you have a PRC referral, you may need to apply for Medicaid for your referred care to be paid for. If you are eligible for Medicaid and do not apply, your services may be denied. If you have	
		private insurance and do not report the information in a timely manner, you may be responsible for costs associated with your visit.	
	RX INFO: BIN PCN RX GROUP	Anyone eligible for and receiving care at Indian Health Service is not required to have health coverage. However, it is a benefit to yourself and community to have it. IHS is funded through	
		the Federal Government by taxes and funds are limited. When you have alternate healthcare	
	DEPENDENTS COVERED:	coverage like Medicaid, Medicare, VA or Private Insurance and come to IHS for your healthcare it generates revenue that helps the hospital and clinics operate by funding services, equipment,	
	RELATIONSHIP	and allows more people to be served.	
DATE PT IS ON TOMORROW'S SCHED. CHECKED WEB PORTAL & CARD CALLED AND LEFT MESSAGE. SENDING NO AR LETTER. CLOSING CA		If you or anyone in your household have Medicaid coverage please ensure the contact information is up to date with MT DPHHS, Office of Public Assistance (OPA), once you receive	
DATE PT IS ON TOMORROW'S SCHED. CHECKED WEB PORTAL & CAAR		your Medicaid renewal complete the packet and turn it in to OPA, complete online (https://apply.mt.gov/) or with the assistance of an IHS PBC.	
CALLED AND SPOKE TO PT, MCD SCREENING, SHOULD QUALIFY. TH	HEY WILL STOP BY	We look forward to working with you.	
AFTER THEIR 1PM APPPOINTMENT TOMORROW, ADDED TO PBC SCHED	JULE. INITALS		
DATE PT IS ON TOMORROW'S SCHED. CHECKED WEB PORTAL & CARD		Sincerely,	ALTA
CALLED AND SPOKE TO PT, MCD SCREENING, HH IS OVERINCOME, IN ACA OR EMPLOYER COVERAGE. SENDING LETTER. CLOSING CASE		Dustie Cummins, 406-638-3418, and Mallory Venne, 406-638-3416,	
		Dustie Cummins, 406-638-3418, and Mallory Venne, 406-638-3416, Crow/Northern Cheyenne Hospital Patient Benefit Coordinators	
	OTHER COVERAGES?		Lin = KNO M
	DENTAL	""	76 Are 1055
	VISION		Ta
	OTHER		



BPRM: Prior Authorization Tab:

Enter information regarding information regarding service requiring prior approval from insurer.

ncounter Date	[required]	Authorization Type	[required]	Insurer			
	Ë	Please Select	~	Search			
Authorization Status		Authorization Number		Authorization Date		Authorized Visits	
PENDING	ENDING ~			Ħ			
Encounter Notes							
			/	2			
Authorizing Contact		Contact Person	/			Contact Fax	
Contact Date	Ē	Contact Person	/	Contact Phone		Contact Fax	
Contact Date	Ë	Contact Person				Contact Fax	
Contact Date	Ē	Contact Person				Contact Fax	
Contact Date	ŧ	Contact Person				Contact Fax	
Contact Date	Ħ	Contact Person				Contact Fax	11 T.
Contact Date	Ë	Contact Person				Contact Fax	
Contact Date	Ē	Contact Person				Contact Fax	
Contact Date	Ē	Contact Person				Contact Fax	



How-Tos

BPRM: Benefit Cases

FUGIBILITY CHECK

Enter information about your patient encounter. Screenings, applications, referrals, attempts, etc.

Benefits Case - OPEN				
Date Assigned [required]	Assigned To [required] Search	Case Reason [required]	Case Number	
Case Type Please Select V	Case Worker	Date Completed		
	ping a cheat sheet c rganized by progran			Application: • Type • Date
Application Application Type			Application Status	• Received by
Please Select	Submitted Via	Search Submitted By	Please Select ~	• Status: pending, approved, services contractions denied, etc.
ACA-EXEMPTION ACA-ONLINE ACA-PAPER ACA-PHONE	Please Select V	Search		 Submission date Submitted via
ALT RESOURCE LETTER SENT APPLY.MT.GOV ONLINE ACCOUNT ASSISTED LIVING WAIVER BREAST/CERVICAL CANCER MCD CELGENE PT ASSISTANCE COMMODITIES				 Submitted via Submitted by Submission reason
COORDINATION OF BENEFITS DD 214 DENTAL INSURANCE DISABILITY EDD (crimate Due Date Form)	0.0.	0101(0.0.0.0.0.0

Register Patient

REPORTS

Here are some reports to run to reach out to patients, complete follow-ups for pending applications and referrals from Patient Registration.

- Scheduling/Appointment Lists in BPRM
- Benefit Cases Report (referrals from Patient Registration)
- Benefit Cases Report Coordinator Productivity
- o VGEN- Third Party in RPMS
- PORP in RPMS

Insurance Coverage Report Prior Authorization Report ADT Admissions & Discharges Sheet Current Inpatient List Discharges by Date Incomplete Chart list by Provider Inpatient Coding Status Inpatient Services By Date Range (HSA-202-1) Inpatient Services By Month (HSA-202-1)

Benefit Cases Report - Coordinator

REGISTRATION Benefit Cases Report

Productivity Daily Activity Report

2.

SCHEDULING Appointments Requiring Action Report Cancelled Appointment Report Registration

Operators' Inpatient List

Scheduling
 Settings

Reports

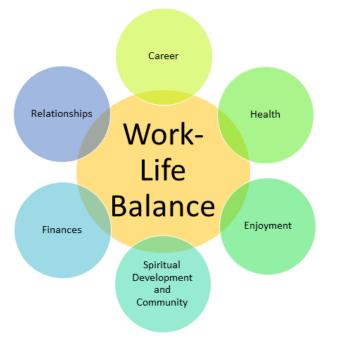




SELF-CARE

Self-Care

- \circ Take breaks out of your workspace.
- Plan your leave and "mental health days" in advance.
- Stay organized and manage your time well.
- Don't take it personal.
- Leave work at work.
- o Rest.
- Walk/exercise.
- o Eat well.
- Stay hydrated.
- o Laugh.
- Make time for hobbies, family, friends, and other things that bring joy.





Questions

Dustie Cummins, Patient Benefit Coordinator Email: <u>dustie.cummins@ihs.gov</u> Phone: 406-638-3418





