



LET'S TALK ABOUT MENOPAUSE

Benesch's Menopause Guide



Welcome to Benesch's Menopause Guide

Menopause is a natural biological process that marks the end of a person's menstrual cycle and fertility. It affects all people with a uterus and ovaries. However, it can be difficult to find medical support to help cope with the new challenges menopause presents. That's why Benesch offers a host of benefits and resources that will help you manage your symptoms, get the most out of this transitional phase of your life and ride the menopause wave.

Unsure when menopause begins and what it can entail? Read on to learn about the phases of menopause, its symptoms and how Benesch can support you through your menopause journey.

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OVERVIEW OF THE PHASES OF MENOPAUSE

PERIMENOPAUSE: THE LEAD-UP TO MENOPAUSE

Typical onset age: 40s

People don't just switch directly from their menstrual period to menopause: There's a transitional stage, called perimenopause, that typically starts several years before menopause. During perimenopause, the ovaries gradually produce less estrogen, the hormone that regulates menstruation and ovulation. This hormonal shift can lead to various physical and emotional changes.

MENOPAUSE: COPING WITH CHANGES IN THE BODY

Typical onset age: 40s to 50s

Menopause is a natural biological process that marks the end of a person's reproductive years. It is officially diagnosed when someone has gone without a menstrual period for 12 consecutive months.

During menopause, the ovaries gradually decrease their production of estrogen and progesterone, the hormones responsible for regulating the menstrual cycle and supporting fertility. You will continue to experience physical and emotional changes, some of which may have started during perimenopause.

POSTMENOPAUSE: A NEW PHASE OF LIFE

Typical onset age: 50s to 60s

Postmenopause begins after menopause. During postmenopause, many of the symptoms that were experienced during perimenopause and menopause may decrease or disappear altogether. However, some may continue to experience certain symptoms.



MOST COMMON SYMPTOMS OF MENOPAUSE

All phases of menopause come with symptoms you may or may not experience, and many of these symptoms can persist into postmenopause. In the below table, you'll see when you might expect to notice each symptom:

	PERIMENOPAUSE	MENOPAUSE	POSTMENOPAUSE
Irregular periods Shorter or longer cycles, skipped periods, heavier or lighter flow	●		
Cessation of menstruation Absence of menstrual periods for at least 12 consecutive months		●	●
Hot flashes/night sweats Sudden feelings of warmth with flushing and sweating	●	●	●
Mood swings Irritability, anxiety and depression	●	●	●
Sleep disturbances/insomnia Insomnia or other sleep problems	●	●	●
Vaginal and urinary changes Vaginal dryness, itching and discomfort; increased risk for urinary tract infections	●	●	●
Changes in libido Decreased sex drive	●	●	●
Changes in skin and hair Changes in skin elasticity, moisture and hair texture	●	●	●
Changes in bone health Increased risk for osteoporosis and bone fractures		●	●

TIPS AND TRICKS FOR DEALING WITH SYMPTOMS

There are simple steps you can take on your own to mitigate the effects of menopause, such as:

- **Cooling down during hot flashes:** By dressing in layers and always having a cold glass of water handy, you can reduce the discomfort you feel during hot flashes.
- **Practicing relaxation techniques:** Meditation, deep breathing, progressive muscle relaxation and other practices can help you deal with symptoms.
- **Eating well:** Eat a balanced diet of fruits, vegetables and whole grains. Try to limit saturated fats, oils and sugars.
- **Exercising regularly:** Exercise helps protect against heart disease, diabetes, osteoporosis and other conditions.

BENESCH RESOURCES TO HELP YOU MANAGE SYMPTOMS OF MENOPAUSE

While facing these symptoms may seem overwhelming, Benesch offers several benefits to help you manage them and get the most out of life during menopause:

NAME	WHAT IT DOES	HOW TO ACCESS
BCBSIL	Access care through your BCBSIL Group Health Plan	www.bcbsil.com or (800) 458-6024
Well On Target	This benefit is designed to give you tools to support your health and wellness. Activities range from wellness videos, fitness challenges and nutrition habits information. Click here to see flyer.	Visit www.wellontarget.com to explore our online courses thought BCBSIL or call 888-421-7781 for more information.
Vitality	Benesch's sponsored wellness program gives you tools to support your physical and mental health through company-wide challenges, a variety of online courses including nutrition and exercise tracking to earn points to exchange for rewards. For more information click here .	www.powerofvitality.com or 877-224-7117

TIPS AND TRICKS FOR DEALING WITH SYMPTOMS (CONT.)

Hinge Health

As a benefit covered by Benesch, Hinge Health can help you manage menopause symptoms at no additional cost to you. Hinge Health programs are available to employees and 18+ dependents enrolled in one of Benesch's BCBSIL medical plans.

Menopause Care Program

Menopause symptoms are often overwhelming and unexpected. The Menopause Care Program can help manage symptoms through:

- A virtual care plan that features personalized exercises, guided breathing and educational articles.
- Expert guidance from a physical therapist trained in menopause care.
- A convenient app where you can access all of the above — anytime, anywhere

Women's Pelvic Health Program

This program provides personalized pelvic floor care at no cost to you and your covered dependents (18+).

What's your pelvic floor?

Your pelvic floor is the group of muscles supporting the bladder, uterus and bowel. Pregnancy, menopause, injury or other conditions can sometimes weaken those muscles resulting in pain, bladder control issues and more.

Why join?

- Get personalized exercise therapy for pregnancy and postpartum, bladder control, pelvic muscle strengthening or pelvic muscle relaxation.
- Work 1-on-1 with a clinical care team that specializes in pelvic floor care.
- Exercise from the privacy of your own home, on your schedule.

To learn more and apply, scan the QR code or [click here](#).



www.hingehealth.com or 855-902-2777

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Benesch's confidential employee assistance program (EAP) is available to all employees through ComPsych. ComPsych's Guidance Resources is company-sponsored, confidential and provided at no charge to you and your dependents, offering five free counseling sessions per issue per year for you and all of your household family members.

EAP specialists will confidentially discuss challenges you and your family may be facing and provide you with consultation, information, action plans and resources within your community. The EAP offers face-to-face sessions, unlimited access to master's level consults by telephone, and online tools and resources.

Utilizing the Employee Assistance Program

- Phone consultations: **800.272.7255**; unlimited calls, 24/7
- Your company Web ID: **COM589**
- Online tools and resources: guidanceresources.com

Guidance Resources Online

Your one stop for expert information on the issues that matter most to you...relationships, work, school, children, wellness, legal, financial, free time and more.

- Timely articles, help sheets, tutorials, streaming videos and self-assessments.
- "Ask the Expert" personal responses to your questions.
- Childcare, elder care, attorney and financial planner searches.

There is a strict standard of confidentiality in place to protect your privacy. Treatment information is not shared with anyone without your written permission.

Counseling and Work-Life Services

EAP consultants can help find local solutions and resources on the following topics:

- Stress management
- Work and home relationships
- Depression and grief
- Alcohol and substance abuse
- Child, adult and elder care
- Legal and financial consultations





ADDITIONAL SUPPORT

For even more menopause resources and support, turn to these organizations:

- [The North American Menopause Society \(NAMS\)](#)
- [National Institute on Aging \(NIA\)](#)
- [Office on Women's Health](#)
- [Mayo Clinic](#)



IMPORTANT CONTACTS

Below is contact information for the Benesch Benefits Team and our service providers.

Contact	Email & Web Address	Phone Number
BCBSIL Customer Service	www.bcbsil.com	(800) 458-6024
Benefits Connection	benesch.eebenefits.info	N/A
Benesch Benefits Mailbox	benefits@benesch.com	N/A
ComPych (Employee Assistance Program)	guidanceresources.com	(800) 272-7255