Gearing Up for the Holidays!

Tools for Financial Wellness and Stress-Free Shifts

Dear Stellantis family,

As the leaves change and the air turns crisp, November arrives—bringing with it the exciting start of the holiday season! It's a time for family, reflection, and gratitude. For many of us in automotive manufacturing, it also marks a unique stretch: busy work schedules, shifting daylight, and the inevitable pressures that can come with festive preparations.

This month, your Employee Assistance Program (EAP) is here to help you navigate these next few weeks with greater ease. We're focusing on practical strategies to manage holiday stress, bolster your financial well-being, and ensure you have the tools for a positive and healthy start to the holiday season, both inside and outside the Stellantis family.

A Special Thank You: Honoring Our Veterans

Before we dive into holiday preparations, we want to take a moment on Veterans Day, November 11th, to express our deepest gratitude to all the veterans in our Stellantis family. Your service and sacrifice for our country are truly appreciated. We recognize the unique strengths and experiences you bring to our workforce, and we are proud to have you be a part of the Stellantis family.

Your EAP is here to support you: We offer confidential resources specifically designed to assist veterans and their families, from mental health support to navigating benefits and community connections.

We know veterans and their families often face unique challenges, including managing transitions, service-related trauma, or substance use issues. Your EAP can confidentially assess your needs and connect you with external counselors or specialized programs for these specific needs. Please don't hesitate to reach out if you or a loved one needs support.

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Financial Wellness and Stress Management

Financial Fuel-Up for a Stress-Free Holiday Budget

Don't Wreck Your Wallet: Smart Spending Strategies

The pressure to spend during the holidays starts now. For our **Stellantis family** members on a regular manufacturing schedule, planning your money is key to avoiding debt and stress in the new year.

1. **Run the Numbers (The Budget Check):** Before you buy a single gift, set a realistic spending limit for everything: gifts, food, travel, and décor. Treat this budget like a fixed quality standard—do not deviate!
2. **Black Friday Playbook:** Stick to a list of needed items. Avoid impulse purchases simply because they are "on sale." **Check the store's return policy**—it's not a deal if you can't return it easily.
3. **Use the "Pause" Rule:** If you see a major item you want to buy, wait 24 hours. If you still want it the next day, buy it. This helps eliminate spontaneous, budget-busting purchases.
4. **Prioritize Experiences Over Things:** For **Stellantis family** colleagues or large groups, consider doing a Secret Santa with a low-dollar limit, or suggest a potluck instead of expensive meals out.

EAP Financial Lifeline: Your EAP provides **free, confidential consultation**.
Remember, your EAP can schedule a confidential consultation with a **financial professional** who can help you **review your credit report, consolidate holiday debt, and create a solid financial plan for the new year.** Don't wait until January to get control. Ask for financial resources.

Stress Management Pit Stops

Quick Fixes for the Manufacturing Floor & Home

When you're working against the clock, finding time to de-stress can feel impossible. Here are short, practical breaks you can use to "reset your tooling" when the pressure is on:

Stressor	1-Minute Tool	5-Minute Tool (Safety Focused)
Shift Stress/Overload	**Square Breathing:** Inhale for 4 seconds, hold for 4, exhale for 4, hold for 4. Repeat 3 times.	**Mindful Anchoring (The 3-Second Pause):** A quick, silent technique to reset focus. Place one hand lightly on your side or desk. Inhale for 3 seconds, focusing only on the air. Exhale fully for 3 seconds, letting the stress go.
Family Pressure	**The "Pause" Text:** If a text/email is causing stress, set your phone down. Wait 15 minutes before replying to ensure you respond calmly, not reactively.	**The 5-4-3-2-1 Grounding Check:** This sharpens your focus on the present environment (which enhances safety). **1.** Name **5** things you can **see**. **2.** Name **4** things you can **feel**. **3.** Name **3** things you can **hear**. **4.** Name **2** things you can **smell**. **5.** Name **1** thing you can **taste**.
Physical Tension	**Neck Rolls:** Slowly drop your chin to your chest and roll your head toward your right shoulder, then back to the center, then to your left shoulder.	**Hydrate:** Drink a full bottle of water. Dehydration contributes to fatigue and foggy thinking, amplifying stress.

Caregiving Check-In: National Family Caregivers Month

November is National Family Caregivers Month. Many of you are running a "second shift" at home, caring for a child, an aging parent, or a loved one with an illness. This dual responsibility is exhausting.

- **Acknowledge Your Load:** You cannot pour from an empty cup. Acknowledging that you are a caregiver under pressure is the first step to seeking help.
- **Use Your EAP for Logistics:** The EAP can provide resources for **finding elder care, childcare, and support groups** in your area. You don't have to navigate these systems alone.
- **Seek Respite:** Even a small, scheduled break (an hour on Saturday) can significantly reduce burnout.

Support for Critical Incidents: Remember that your EAP is one of the key leaders of the critical incident response team and is a resource for support through all levels of stress and life challenges. Don't wait for a crisis; the EAP is a resource for every day.

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Blessings
Corn
Cornucopia
Cranberry
Family
Feast
Gather
Gratitude
Harvest
Indians
November
Pilgrims
Pumpkin Pie
Stuffing
Sweet Potatoes
Thanksgiving
Tradition
Turkey

To connect with your confidential EAP representative and learn more about how your benefits can support you, please reference the QR Code below.

Your EAP can also help you find resources specific to your local area.
Stay well!

EAP
EMPLOYEE ASSISTANCE PROGRAM

NOTE: THIS IS A RECYCLED NEWSLETTER

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