

Leidos Benefits Summary Plan Description

Leidos Well-Being Program

The well-being program is a voluntary benefit that Leidos is providing as our investment in your long-term health and well-being. Leidos has contracted with Virgin Pulse to help support employees and their spouses/domestic partners, to bring activities and resources that help provide a clear picture of health.

The program is administered according to federal rules permitting employer-sponsored well-being programs that seek to improve employee health or prevent disease, including the Americans with Disability Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable.

About the Program

The well-being program is available to all benefit eligible employees and their spouse/domestic partner, if enrolled in the well-being benefit. The program supports you on your journey to your best health and well-being. By checking in on your health and completing engaging activities, you will earn points toward great rewards.

Note: Incentive rewards are paid out as soon as administratively possible. You must be an active Leidos employee on the date of the incentive payment in order to be eligible to receive such incentive payment.

Equal Employment Opportunity Commission (EEOC) Notice for Employer-Sponsored Well-being Programs

The well-being program is a voluntary well-being program and is administered according to federal rules permitting employer-sponsored well-being programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

If you choose to participate in the well-being program, you will be asked to complete a voluntary health assessment that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., diabetes, depression, or heart disease).

The information from your health assessment will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the well-being program. You also are encouraged to share your results or concerns with your own doctor. You are not required to complete the health assessment in order to participate in the well-being activities.

Employees who choose to participate in the well-being program will receive points towards rewards. Although you are not required to complete the health assessment, only employees who do so will receive any rewards.

Protections from Disclosure of Medical Information

Leidos is required by law to maintain the privacy and security of your personally identifiable health information. Although Virgin Pulse and Leidos may use aggregate information it collects to design a program based on identified health risks in the workplace, Virgin Pulse will never disclose any of your personal information either publicly or to Leidos, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the well-being program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the well-being program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the well-being program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the well-being program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the well-being program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the well-being program will be maintained by Virgin Pulse. Information stored electronically will be encrypted, and no information you provide as part of the well-being program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the well-being program, we will notify you immediately.

Finally, you may not be discriminated against in employment because of the medical information you provide as part of participating in the well-being program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and



retaliation, please contact HR Services at 1-855-553-4367, option 3.