

Leidos Benefits Summary Plan Description

Employee Assistance Plan

You and your eligible dependents have access to the LifeMatters Employee Assistance Plan (EAP), which offers confidential, personal assessment and referral services through Empathia. The full cost of the program is paid for by Leidos.

Confidentiality

It's important that you and your household have access to confidential counseling and that your right to privacy is maintained. That's why your contact with Empathia, including counseling records and services, will be kept confidential in accordance with federal and state laws.

Empathia will not share information about your counseling with Leidos or anyone else without your written permission. The only exception is when the life or safety of an individual is seriously threatened, or if disclosure is required by law.

For more information, contact LifeMatters directly at 800-634-6433 or visit LifeMatters at www.mylifematters.com and enter the access code "Leidos1".

Covered Benefits

You and your dependents are each eligible for up to five visits per presenting problem per calendar year at no charge. If you or a dependent require extended mental health/substance abuse treatment, you may be eligible for benefits under your [medical plan](#).

EAP defines a "dependent" as any natural person (other than an employee) eligible to receive benefits under the Plan. In addition, with respect to EAP services, "dependent" shall also include any person residing with an employee on a full-time basis.

EAP counselors with Empathia can help you with the following:

- Relationship counseling (marital discord, parent-child issues, etc.)
- Emotional counseling (depression, anxiety, moodiness, etc.)
- Financial and legal service referral assistance
- Help in dealing with work-related stress
- Counseling on providing care for elderly parents
- Addiction counseling (alcohol, substance abuse, gambling, etc.)
- Work/Life resources and referral programs for childcare, education, eldercare, legal assistance and multitude of other community services

Leidos Benefits Summary Plan Description

Accessing LifeMatters

The LifeMatters EAP is available 24 hours a day, seven days a week. You may call Empathia at 800-634-6433, or you can access services online at www.mylifematters.com and enter the access code "Leidos1".

Claims Process

Claims Procedures

You may access EAP benefits by contacting Empathia directly either online or through the toll-free number to obtain an approval number; you are not required to file a claim for EAP services. If you wish to file a complaint about EAP approvals, claims, provider issues, service problems or any other aspect of the LifeMatters EAP, please call the toll free number 800-634-6433 and indicate you wish to file a complaint. The complaint will be investigated and a response to you will be processed within 30 days of receipt of the complaint.