Leidos Benefits Summary Plan Description

Employee Assistance Program (EAP)

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.

Covered Benefits

You and your dependents are each eligible for up to five (5) 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 Leidos-sponsored 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.

LifeMatters EAP counselors 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
- Helping 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

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.

The information in this document is proprietary to Leidos.
It may not be used, reproduced, disclosed, or exported without the written approval of Leidos.
For more information, contact LifeMatters directly at 800-634-6433 or visit LifeMatters at www.mylifematters.com and enter the access code "Leidos1".

**Accessing LifeMatters**

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".