

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
- 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

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".

Accessing LifeMatters

LifeMatters EAP is available 24 hours a day, seven days a week.

- **Telephone Access:** Call Empathia at 800-634-6433 anytime, day or night, to speak with a professional counselor about any issue of concern in your life. TDD and language translation services are available.
- **Website:** Access LifeMatters resources on the internet at www.mylifematters.com and enter the access code "Leidos1". Look for articles, view webinars, conduct searches for child and elder-care in your area, and explore thousands of other useful resources.
- **Email:** Visit www.mylifematters.com and select "email" to request secure email contact with a counselor.
- **Text:** Texting services are available anytime, day or night. In the U.S., simply text "Hello" to 61295 to chat with a counselor. Standard text messaging rates apply.
- **App:** Download the LifeMatters app for quick, convenient access to LifeMatters services. To log into the app, use the Leidos access code "Leidos1".