

## EMPLOYEE BENEFITS

**Eligibility:** Employees and benefits-eligible family members

BENEFIT	INCLUDED	YOUR RESPONSIBILITY
<p><b>Counseling Assessments</b>  <i>Get help for concerns related to addiction, anxiety &amp; depression, family, relationships, communication, divorce, domestic violence, eating disorders, gambling, grief &amp; loss, stress management, work concerns, motivation and more.</i></p>	<p>Up to 3 in-person meetings with a counselor.</p>	<p>After a referral for ongoing care is made, copays related to seeing a therapist on your insurance network may apply. Out-of-network providers may entail that you pay out of pocket.</p>
<p><b>Legal Services</b>  <i>Consult with an attorney about issues related to financial matters, criminal charges, estate planning, civil disputes, taxes, immigration &amp; naturalization, guardianship &amp; custody, name changes, child support, property boundary disputes, adoption and more.</i></p>	<p>Initial 30-minute phone consultation; unlimited access to do-it-yourself legal documents online.            *25% discount for ongoing consultations with an in-network attorney.</p>	<p>Fees for on-going consultations* with an attorney are your responsibility.</p>
<p><b>Financial Services</b>  <i>Consult with a financial counselor about matters related to credit counseling, tax planning, college funding, charitable giving, business services, debt and budgeting assistance, retirement planning, estate conservation, IRA funding, pensions, 401Ks and more.</i></p>	<p>Initial 30-minute phone consultation and access to financial calculators and resource documents online.</p>	<p>Fees for ongoing consultations with a financial consultant is your responsibility.</p>
<p><b>Id Theft Victim Resources</b>  <i>Get assistance with emergency response, restoring identity and good credit, steps to dispute fraudulent debts, how to communicate with creditors &amp; collection agencies, financial counsel, and more.</i></p>	<p>Initial 60-minute phone consultation, ID theft response kit, and prevention information.</p>	<p>Fees for additional services which may be offered or recommended, such as credit monitoring and comprehensive credit repair services are your responsibility.</p>

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<p><b>Daily Living Information Services</b>  <i>Connect with a Daily Living consultant to get help with information, listings or resources related to home maintenance &amp; repair, travel &amp; relocation, recreation, pet care, dining &amp; entertainment, event planning, volunteering, family activities and more.</i></p>	<p>Unlimited phone or live chat consultations/requests for finding consumer services and resources.</p>	<p>Payment for services you utilize from the list of referrals you receive is solely your responsibility.</p>
<p><b>Childcare &amp; Parenting Resources</b>  <i>Connect with a childcare/parenting consultant about finding resources related to infant through school-age care, back-up care, summer camps, education &amp; tutoring, special needs, parenting resources, lactation support, adoption support and more.</i></p>	<p>Unlimited phone or live chat consultations.</p>	<p>Payment for services you utilize from the list of referrals you receive is solely your responsibility.</p>
<p><b>Older Adult &amp; Eldercare Resources</b>  <i>Connect with an older adult/eldercare consultant about resources &amp; information needs related to senior services, housing options, caregiving support, geriatric specialists, transportation services, activities, and more.</i></p>	<p>Unlimited phone or live chat consultations</p>	<p>Payment for services you utilize from the list of referrals you receive is solely your responsibility.</p>
<p><b>In-The-Moment Support</b>  <i>Our phones are answered by a professional team of masters-level clinicians, who can help you manage your distress, create a plan of action, and provide resources (which may include referrals for further services).</i></p>	<p>24/7 access to a professional, masters-level therapist who will help you manage your distress, create a plan of action, &amp; provide resources (which may include referrals for further services).</p>	<p>A referral may be made to a therapist on your insurance network. Copays and other out-of-pocket costs may apply.</p>

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<p><b>Wellspring Stress Center™</b>  <i>Access instant relief tools, take a stress assessment and find out your Stress Number®, identify your stress triggers and learn ways to manage, build resilience with a stress management platform called the Oxygen Plan™.</i></p>	<p>Unlimited access to an online stress management and prevention center, including instant relief tools and long-term solutions.</p>	<p>Cost for downloading some suggested tools, such as apps for managing stress, are your responsibility.</p>
<p><b>Subscriptions</b>  <i>Complimentary and optional subscription to a monthly email that delivers access to monthly live webinars, information about benefit components and a well-being or productivity related article. The subscription includes The Source™ quarterly newsletter and EAP Response™ - which contains helpful information whenever a high-impact traumatic or catastrophic event happens in the community or around the world.</i></p>	<p>Monthly emails featuring the webinar of the month, spotlight on an EAP benefit, and a feature article on well-being or productivity, with direct links to the website.</p>	<p>N/A</p>
<p><b>Employee Website</b>  <i>Online tools, resources and information include (but are not limited to): EAP benefit information, monthly on-demand webinars, skill builders wellness articles, work-life resource library, instant messaging, online referral requests, online orientation.</i></p>	<p>Unlimited 24/7 access</p>	<p>N/A</p>