

Leidos Benefits Summary Plan Description

Employee Assistance Program (EAP)

Leidos employees and their eligible dependents have access to the ComPsych Employee Assistance Program (EAP), which offers confidential personal assessment and referral services. The full cost of the program is paid for by Leidos.

Covered Benefits

Employees and their dependents are each eligible for up to eight (8) visits per presenting problem, per calendar year, at no charge.

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.

ComPsych EAP counselors can help you with the following:

- Relationship counseling (marital discord, parent-child issues, etc.)
- Emotional counseling (depression, anxiety, moodiness, etc.)
- Consultation with a certified financial counselor
- Legal consultation for personal legal issues
- Addiction counseling (alcohol, substance abuse, gambling, etc.)
- Work/Life resources and referral programs for childcare, education, eldercare, and multitude of other family support 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 ComPsych, including counseling records and services, will be kept confidential in accordance with federal and state laws.

ComPsych 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 regarding your privacy, refer to the [ComPsych Privacy Notice](#), or contact ComPsych directly at 866-365-0853.

Accessing ComPsych

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

- **Telephone Access:** Call ComPsych at 866-365-0853 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 ComPsych resources on the internet at www.guidanceresources.com and enter the WebID: Leidos. Log on to connect directly with a Guidance Consultant about your issue or to consult articles, podcasts, videos and other helpful tools.
- **Email:** Visit www.guidanceresources.com and select "Send a Question" to request secure email contact with a counselor.
- **App:** Download the ComPsych GuidanceNow app for quick, convenient access to ComPsych services. To log into the app, use the Leidos WebID: Leidos.