



COMPANY NAME: **WILDLIFE CONSERVATION SOCIETY** (“WCS”)

ACCESS LINE: **800-833-8707**

BEWELL PLATFORM: ccaplatform.com/go/wcs

OVERVIEW & ELIGIBILITY

The Employee Assistance Program is a company-sponsored benefit for all WCS employees and their family members. There are no employee contribution requirements. When you become an employee, you are automatically eligible for the Program. In addition, other family members are covered under the Program, including, without limitation, your spouse or domestic partner, biological children, stepchildren, foster children, legally adopted children, children for who adoption procedures have been started, parents, grandparents, siblings, aunts, uncles, nieces, nephews and grandchildren.

ACCESS

The Program is intended to provide you and your family members with resources to confidentially address personal and workplace challenges. You may access services 24 hours a day, 365 days a year, by contacting the Employee Assistance Program access line at 800-833-8707 and/or by visiting your private member platform at ccaplatform.com/go/wcs.

CONFIDENTIALITY

The Program is committed to protecting member privacy. When you voluntarily access the service, your employer will not be informed of your participation. The information you share with the Program is strictly confidential, and your communications are protected in accordance with federal and state laws. If anyone requests information about your utilization of services, your approval must be obtained to release that information. Please note, however, that the Program provider is required by law to notify authorities in situations involving child abuse, elder abuse, or a professional determination that an individual is a threat to personal safety or the safety of others.

SHORT-TERM COUNSELING SERVICES

Participants are entitled to free short-term counseling services – up to five (5) sessions per presenting issue per 12-month period - with a licensed, credentialed masters-level counseling professional. Some of the areas where a counselor can offer assistance include: personal balance, emotional wellness, marital/relationship issues, family issues, stress and anxiety, substance abuse and addiction issues, grief and loss, and work-related issues. Counseling sessions are provided in-person or via telehealth.

WORK/LIFE RESOURCE AND REFERRAL SERVICES

Childcare

Childcare specialists are available to provide matched referrals to resources including but not limited to: adoption agencies, after-school programs, au pair agencies, babysitters, before- and after-school care, childcare centers, day care centers, family day care, in-home care, nanny agencies, preschools and nursery schools, summer programs, and surrogacy agencies.

Specialists can educate members on how childcare options differ and provide guidance for assessing and selecting programs and providers. Specialists also offer guidance, information, and resources on children's health, parenting, prenatal care, and safety.

Education

The Program offers a wide range of information, resources and referrals to assist with locating and accessing academic services, from kindergarten to graduate school. This includes but isn't limited to: alternative schools, enrichment programs, home schooling, parochial/religious schools, private schools, public schools, special needs education, tutors, two and four-year colleges, community colleges, continuing education, graduate schools, and vocational colleges.

Members may also receive Information and guidance around education testing, athletic programs, career development, financial aid, and scholarships.

Eldercare

Eldercare specialists are available to provide guidance and matched referrals to resources including but not limited to: assisted living facilities, independent living facilities, nursing homes, retirement communities, adult day care, cancer care centers, caregiver support groups chore services, community services, geriatric care managers, home health care, home medical equipment, hospice, meal delivery, senior centers, respite care, rehabilitation programs, skilled nursing facilities, and transportation.

Specialists can educate members on how adult care options differ and can provide guidance for assessing and selecting programs and providers.

Financial Services

Financial educators provide free telephonic consultation (usually lasting a half-hour) to address participants' specific concerns, including but not limited to: budgeting, college planning, credit report review, debt management, housing education, identity theft, tax or IRS questions, and retirement.

The educational materials and advice provided are personalized, pressure-free, and unbiased. Referrals are provided should participants need additional support or specialized resources.

Legal Services

Legal services allow participants to obtain qualified legal support at no cost, over the phone, in person, and online. Areas of support include but aren't limited to: adoption, divorce, separation, child custody, landlord/tenant issues, contract review, elder law, wills, and bankruptcy. The Program does not cover legal services related to disputes or actions arising between participants and the employer, it's employees, officers, directors and agents.

Telephone advice provides participants with an immediate, free half-hour of legal advice from an experienced private practice attorney in the caller's home state.

For participants who have an immediate need for in-person legal consultation, a referral is provided to a conveniently located attorney with the appropriate expertise. These local lawyers provide a free half-hour consultation.

For participants requiring ongoing legal services from the referred attorney, the Program offers a discount on hourly attorney's fees.

The Program also offers online educational resources through a private and secure legal services website. The site contains legal documents, a library of legal and financial information, access to state agencies, links to other legal resources, a glossary of terms, and more.

Daily Living

These services are intended to make life a little easier for members by providing information, resources and referrals to assist with a multitude of everyday tasks. Daily living specialists can refer participants to service providers and resources in their community, including but not limited to: apartment locators, chore services, emergency services, home improvement services, housekeeping services, mortgage brokers, moving/relocation services, pet care, transportation and travel services, and volunteer opportunities.

Health and Wellness

Whether members are struggling with existing health issues or attempting to improve their health status, the Program can provide information, referrals and support to help them achieve their goals. Areas of support include but aren't limited to adolescent health, alternative medicine, chronic health issues, exercise, infant and toddler health, meditation, men's health, nutrition, pain management, self-care, senior health, severe or terminal illness, sleep, stress management, women's health, and yoga.



MEMBER PLATFORM

Accessible from any device at ccapatform.com/go/wcs. The member platform is a confidential online portal providing access to continually updated content items on topics including caregiving, career development, personal growth, health, wellness and safety. Members can request time to schedule with a counselor, chat with life coaches, discover self-paced learning modules, submit work-life requests, explore legal and financial resources, access exclusive discounts through Perks at Work, view on-demand monthly prerecorded wellness webinars, and more.