



ABOUT: Encompass is a program with a wide array of services to support employees through various seasons of life. Services include eldercare and childcare resources, education support, confidential counseling, online resources, webinars and financial and legal consultations.

CHOICES:

- **Bright Horizons World at Home** provides parenting resources, activities and webinars. This program is available to all Chick-fil-A, Inc. and Subsidiary Staff.
- **Child Care Reimbursement** All full-time Chick-fil-A, Inc. and Subsidiary Services Staff are eligible to receive a monthly child care reimbursement of up to \$750 per family. Modified part-time Staff are eligible for up to \$600 per family per month, and part-time Staff are eligible for up to \$450 per family per month. Any unused amounts will not rollover to the following month. This benefit applies to child care services only for children not enrolled in Kindergarten.
- **College Coach:** This program is offered through Bright Horizons and provides resources and support to parents and students in preparation for the transition from high school to college. This program is available to all Chick-fil-A, Inc. Staff.

- **Employee Assistance Program**

This program is provided through Anthem and offers services in several areas:

- Confidential Counseling - Six face-to-face, video (through LiveHealth Online) or telephonic counseling sessions per situation per eligible member per year are provided at no cost.
- Dependent Care and Daily Living Solutions – Research and referrals on a myriad of topics related to childcare, eldercare, relocation, college planning, and much more.
- Financial Consultation – unlimited access to financial professionals via phone with no appointment necessary.
- Identity Recovery – assistance in navigating through the identity theft process.
- Legal Consultation - one 30-minute phone or in-person meeting is available per eligible member per situation per year.

This program is available 24/7 to all Staff of Chick-fil-A, Inc, Chick-fil-A Supply and Bay Center Foods and their household members.

- **Enhanced Family Supports:** This program is offered through Bright Horizons and offers free access to Sittercity's nationwide online database of regular caregivers, elder care resources, household support, and pet care services; discounts on tutoring and test prep services; and regular childcare benefits with preferred enrollment and tuition discounts at a network of centers. This program is available to all Chick-fil-A, Inc. and Subsidiary Services Staff.
- **Jeannette Cathy Children's Center** operated by Bright Horizons, provides on-site childcare for children ages 6 weeks to Kindergarten ready. Enrollment at the center is based on space availability. This benefit is available to Chick-fil-A, Inc, Subsidiary Services Staff and Family Ministries Staff.