



**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 childcare 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 childcare 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 is available 24/7 with services in several areas:
  - Confidential Counseling
  - Dependent Care and Daily Living Solutions
  - Financial Consultation
  - Identity Recovery
  - Legal ConsultationThis program is available 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 a 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.
- **Parenting Support Resources:** Available to Chick-fil-A, Inc. and Subsidiary Services Staff.
  - **Parental Leave Toolkit:** This digital toolkit includes personalized plans, coaching tools, resources and is available through a mobile app for easy access.
  - **NAPS:** This app guides families through pregnancy and early parenting. Personalized support and a 20% discount on all services.
  - **BabySparks:** This app offers activities and milestones delivered in a personalized programs for your child's specific needs. Attend live group classes, on-demand classes and receive personal coaching with a 60% discount on premium subscription.