

Every Day Support

**FOR LIFE
ON DEMAND**



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Get Help On Demand

Your life takes you many places. Help is available, wherever you are and whenever you're ready – **for life on demand.**



START HERE: MAKE THE CALL

When you need help, the **Employee Assistance Program (EAP)** is a great place to start. It's free, confidential and available 24/7. EAP licensed counselors are on hand to help you with a wide variety of issues, including:

- Anxiety, depression and stress
- Self-isolation
- Money matters
- Landlord/tenant issues
- Family and child care issues

You have unlimited access to counselors by phone, plus up to **six** free face-to-face sessions per issue per year. If face-to-face counseling seems daunting, you can schedule virtual counseling via video, phone or chat. You may also try Foundations – a self-guided cognitive behavioral therapy (CBT) tool – available from our EAP.

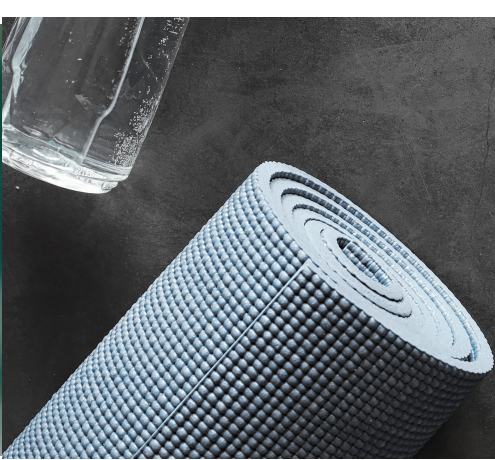
TAP INTO YOUR MENTAL WELL-BEING BENEFITS

When things are tough, you don't have to go it alone. **Mental and behavioral health services¹** are covered under our medical plans. You can see a provider in-person or virtually.

Need an appointment right away? Schedule a virtual visit with **Teladoc²**. Speak with a licensed therapist by video or phone. Get support for anxiety, eating disorders, depression, grief, family difficulties and more. Teladoc is available 7 days a week.

Save on medical costs by using an in-network provider. **Health Advocate²** can help find a doctor near you. You can also talk with a Health Advocate nurse about any medical questions.

If your doctor prescribes medication, consider **mail order** (covered under your prescription drug benefits through your medical plan).¹ You'll get a three months' supply for the price of two, delivered right to your door.



DON'T BOTTLE UP STRESS

Stress can build up and do a number on your health. Find ways to cope with the tools in the **BYOB (Be You Only Better)** well-being program through Virgin Pulse. Daily tip cards offer advice to help you reduce anxiety, stay active, eat healthy and sleep better.

BYOB also gives you access to the **RethinkCare app**. You can watch educational videos and take science-based mini courses. Topics include learning how to meditate, developing emotional intelligence and thriving at work.

If you are enrolled in **WW (Weight Watchers Reimagined)**, you can take advantage of many WW resources designed to help you be more mindful and manage stress better.

FOCUS ON FAMILY

Maven¹ connects you or your covered spouse with pregnancy, fertility and new parent support. Learn about fertility and maternity options, such as IVF, egg freezing, surrogacy and adoption. You can video chat or message 24/7 with providers in 20 different specialties. This includes nutritionists, lactation consultants, infant sleep coaches, mental health providers, career coaches and more.

The **EAP** also offers support for parents. You can get help finding childcare and read articles about parenting topics, as well as talk to a licensed counselor about family issues.

Pick Up Healthy Habits

Improve your overall well-being with these SGWS benefits.

- **Track your healthy choices with BYOB.** This includes everything from logging your exercise to getting enough sleep. You earn points for each healthy activity you track. Points can be redeemed for cash, gifts cards or merchandise.
- **Quit with Pivot's app-based program.** This program welcomes all tobacco and nicotine users — even those who say they aren't ready to quit. You'll have access to a dedicated coach to communicate with via text, free nicotine replacement products, community support and a handheld breath sensor that helps you track your progress.
- **Get to a healthier weight with WW (Weight Watchers Reimagined).** SGWS chips in 50% of the cost. If you successfully complete the program, SGWS will reimburse the remaining 50%.

1 Available if you're enrolled in an SGWS medical plan.

2 Available if you're enrolled in an SGWS BCBS medical plan. Telemedicine is also available if you're enrolled in a Kaiser or HMSA medical plan.



GET IN TOUCH

ESS.southernwine.com is your one-stop information source — log in to find benefit details. You can also contact our benefits administrators directly.

Benefit	Learn More
Employee Assistance Program (EAP) GuidanceResources	1-888-583-9872 guidanceresources.com Web ID: SGWS
Medical BlueCross BlueShield	1-855-204-2777 myhealthtoolkitfl.com
Medical (CA only) Kaiser Permanente	1-800-464-4000 kaiserpermanente.com
Medical (Hawaii Only) HMSA (PPO & HMO)	1-800-776-4672 hmsa.com
Medical (Hawaii Only) Kaiser Permanente Plan	1-800-966-5955 kaiserpermanente.org
Healthcare Support Health Advocate	1-866-611-8299 healthadvocate.com/sgws
Telemedicine Teladoc	1-800-835-2362 teladoc.com/sgws
Prescription Drugs CVS Caremark	1-866-846-9346 caremark.com
BYOB Well-Being Program Virgin Pulse	1-888-671-9395 Sign up: join.virginpulse.com/BYOB Log in: member.virginpulse.com
Weight Management WW (Weight Watchers Reimagined)	1-866-204-2885 weightwatchers.com/us/SGWS
Parent Support Maven	mavenclinic.com/join/sgws support@mavenclinic.com
Tobacco Cessation Pivot	pivot.co/individuals SGWS employer code: SGWS2020

Need Immediate Help?

- If you or someone you love is in immediate danger, call **911**.
- Crisis Text Line offers 24/7 free, confidential text chat with a Crisis Counselor. Text **HOME** to **741741**.
- The National Suicide Prevention Lifeline provides 24/7 free and confidential support for people in distress, as well as crisis resources. Call **988**.

This Guide provides a summary of the benefits that are effective as of January 1, 2023, for eligible employees of Southern Glazer's Wine and Spirits, LLC and participating related companies. This Guide is not the official plan document or the "Summary Plan Description" for any benefit plan. In the event of a conflict between the information in this Guide and the provisions contained in the actual plan documents, the provisions in the actual plan documents will control. Nothing in this Guide or in any other benefits document or oral presentation should be construed as an employment contract or a guarantee of benefits. Southern Glazer's Wine and Spirits, LLC reserves the absolute and unconditional right to terminate or change any benefits plan (including employee premiums, contributions, copays, deductibles and other costs) at any time. Where Southern Glazer's Wine and Spirits, LLC is the "Plan Administrator" of the plan, it is their sole discretion to interpret the terms of eligibility and availability for any of the benefits provided.