

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Ryan Lawn & Tree partners with TELUS Health to provide a 100% confidential EAP program.

Three (3) Visits per issue, per member, 100% free of charge.



Confidential Emotional Support

Highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, Loss and life adjustments
- Relationship/marital conflicts



Work-Life Solutions

Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:

- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events



Financial Resources

Our financial experts can assist with a wide range of issues.

- Retirement, taxes, mortgages, budgeting and more
- For additional guidance, we can refer you to a local financial professional and arrange to reimburse you for the cost of an initial one-hour in-person consult.

Contact TELUS Health Resources

Call: 833.303.3750

Online: one.telushealth.com

App: TELUS Health One

Username: Voya

Password: eap

BASIC LIFE/AD&D (100% EMPLOYER-PAID)

Ryan Lawn & Tree provides employees with Basic Life and Accidental Death and Dismemberment (AD&D) coverage through Voya in the amount of \$20,000. Please refer to the full plan description for greater detail.

This benefit is 100% Employer Paid. Benefits reduce by 50% at age 70. Coverage terminates at retirement.

SHORT-TERM DISABILITY (100% EMPLOYER-PAID)

Ryan Lawn & Tree provides employees with Short-Term Disability (STD) coverage through Voya after a 7-day waiting period. Please refer to full plan description for greater detail. Contact HR if you have to be off work due to an extended illness or non-work-related injury. You will be required to provide documentation from a physician and Voya makes the approval/denial decision based on the medical information.

Short-Term Disability Plan	
Weekly Benefit	60% of Salary up to \$1,000
Elimination Period	7 Days for Accident, 7 Days for Illness
Maximum Benefit Duration	12 Weeks
Pre-Existing Condition Limitation	N/A
To start a claim, visit mybenefitshub.voya.com or call (833) 973-1670	