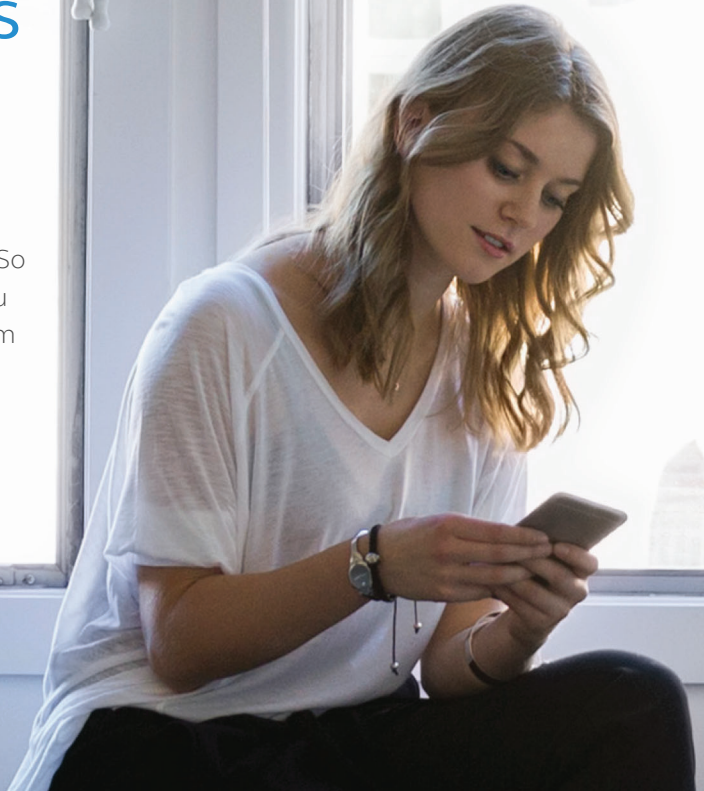


Help handling life's ups and downs

For employees of Delaco Steel Corporation

Life can be unpredictable. And it's not always easy. So it's a big deal to know there's help available when you need it. That's what the employee assistance program (EAP), provided by Magellan Healthcare, is all about.



With an EAP, you and your family have access to **free, confidential*** resources to help handle life's everyday—and not so everyday—challenges.

Counseling sessions

One valuable way to work through personal or work issues is talking with a professional. You can meet with an in-network counselor in person, by text message, or via live chat, phone, or video for up to 3 counseling sessions per problem per year.

Online well-being and self-care

The well-being platform can help with your emotional health needs, including depression, stress, sleep issues, substance use, nicotine recovery, building mindfulness, and more.

Help when and where you need it—day or night

Life's challenges don't always happen during regular business hours. That's why you and your family have 24/7 access to your EAP.



Access phone EAP resources. 800-356-7089

International: 800-662-4504 | TTY for hearing impaired: 711



Access online EAP resources. Go to **MagellanAscend.com**.

Here you'll have access to a variety of information on many health and wellness topics.



Access EAP counseling resources. Start at

MagellanAscend.com

Enter company name, click on the "Counseling" tile and follow the instructions for either in-person or virtual therapy to get started.

* Use of the program isn't reported to your employer.

Services for you and your family

Your EAP offers these services to help you and your family deal with the big and little things:

- LifeMart Discount Center, with savings on a variety of products and services
- Health and wellness articles, guides, webinars and podcasts
- Online assistance with elder care, child care, and other family life resources
- Help with teen and adolescent issues
- Tips on parenting and grandparenting
- 24/7 consultation with licensed mental health professionals and referrals to supportive resources¹
- Coaching sessions

¹You're responsible for any fees resulting from referrals outside the EAP, including those associated with medical benefits.

Legal services, financial wellness, and identity theft resources

Sometimes legal or financial concerns make it difficult to balance your job and personal life. Through your EAP, you and your family members have access to quick and confidential help from legal and financial experts.

Legal services to help deal with issues such as:

- Car accidents and related matters
- Family law, including divorce, child custody, and child support
- Estate planning
- Criminal matters
- Identity theft resources

Financial wellness for:

- Budget planning
- Debt consolidation
- Financing for large purchases like homes and cars
- Retirement planning

Work-life services

No matter what stage of life you're in, you can get practical, time-saving solutions for everyday issues, including prenatal care, childcare, summer camps, education resources, retirement planning, senior care, special needs services, and more. Referrals are customized to meet your specific need. All resources are researched and prequalified. Phone referrals and information are available on pet care, relocation services, home improvements, and other personal services.



[principal.com](https://www.principal.com)

Insurance products issued by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.

Principal® has arranged with Magellan Healthcare to make its employee assistance program (EAP) available to employees with select group coverage insured by Principal Life Insurance Company. EAP isn't part of the insurance contract or policy and may be changed or canceled at any time. Not all services available to group policies issued in New York. Magellan is responsible for all EAP services provided through this program. EAP services in California are provided through Magellan Health Services of California, Inc. — Employer Services. Magellan isn't a member of the Principal Financial Group®.

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