



# CARE PACKAGE

## Back to School Resources

Make the back-to-school transition a little easier with these L3Harris benefits and resources:



### Access Back-Up Care When School Is Closed

With school comes school holidays and scrambling for child care, but Bright Horizons can help and L3Harris subsidizes the cost. You pay \$15 per day for one child and \$25 per day for two or more children in center-based care, and \$6 per hour for in-home care—for up to 10 days per year. Visit [backup.brighthorizons.com](https://backup.brighthorizons.com) (employer username: L3Harris; password: Benefits4You) or call 1.877.BH.CARES (1.877.242.2737) to sign up.



### Save Money on School Supplies

Back-to-school shopping can really add up, but our relationship with Corestream gives you access to discounts from a wide selection of popular brands and vendors. Find discounts on computers, learning apps, child care, meal delivery and more. To get started, visit [Employee Savings & Discounts](#).



### Talk to Others Who Can Relate

Parenting is anything but easy, but RethinkCare offers support and resources to help you wherever you are on your parenting journey. In addition to 1:1 consultations and online resources, their new clinician-led small discussion groups provide the opportunity to talk through challenges with parents navigating similar situations and hear what's working or not working for them. Call 1.800.714.9285 or visit [L3Harris.rethinkbenefits.com](https://L3Harris.rethinkbenefits.com) (code: L3Harris) to learn more.



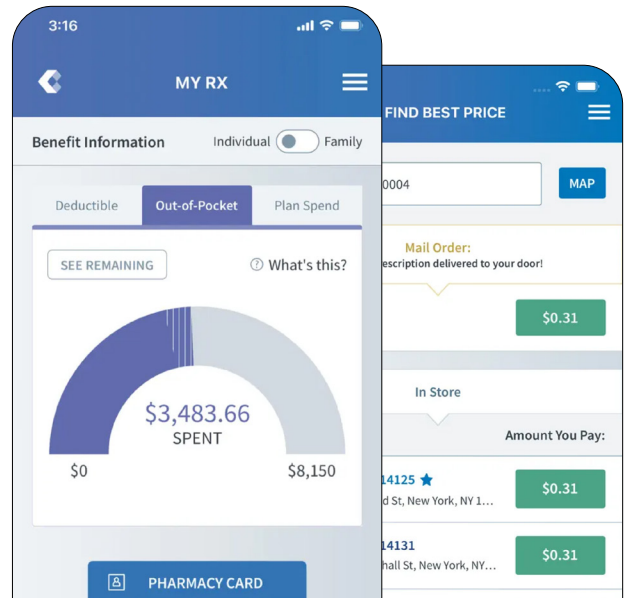
### Get Back in the School Groove

It can be hard for kids to get back in the swing of homework and tests, but Bright Horizons has partnered with professional tutors through Sylvan and Varsity Tutors to assist students ages 5 to 18 with homework and exam prep in over 300 academic subjects. Each back-up care day—up to 10 days per year—can be exchanged for four hours of virtual tutoring or three hours of in-person tutoring, and you pay \$15. To get started, visit [backup.brighthorizons.com](https://backup.brighthorizons.com) (employer username: L3Harris; password: Benefits4You) or call 1.877.BH.CARES (1.877.242.2737).



## Save on Prescriptions with Capital Rx

Make the most of your Capital Rx prescription drug coverage with the information and tools available on their member portal and app. In addition to coverage details, you'll find a full suite of digital resources designed to help you maximize your coverage and minimize the price. Look for medication pricing alerts that let you know when a less expensive medication is available for your condition, and consult with your doctor. Register at [cap-rx.com](https://cap-rx.com) or download the Capital Rx app from the App Store or Google Play on your mobile device to get started.



## NEW! Boost Your Emotional Well-Being with Mindstream

We all know the importance of staying on top of physical health through prevention and exercise. Mindstream—now available through our Employee Assistance Program (EAP)—takes the same approach to mental health by offering a digital fitness studio for the mind.

Whether you're looking to sleep better, build resilience, alleviate stress, find more balance, or anything in between, Mindstream's live and on-demand video and audio sessions can help you build the skills and confidence needed to handle life's many challenges and thrive. Search for expert-led sessions by topic, language, type, instructor and length, and receive virtual rewards as you move along the journey.

Learn more or get started at 1.888.903.0648 or [supportlinc.com](https://supportlinc.com) (group code: l3harris). All employees and household members are eligible, and all services are confidential and at no cost to you.



# Check In on Your HSA

When you enroll in an HDHP medical plan, the Health Savings Account (HSA) offers a unique tax-advantaged opportunity to save money for current or future healthcare expenses. Your contributions go into the HSA tax-free, grow tax-free through a wide range of investment options, and are distributed tax-free when used for eligible expenses. If you have an HSA, don't just set it and forget it. Take a moment to check in on your account:

- » **Check your contributions.** You can change your contribution level at any time by following the steps below. A little contribution boost can go a long way over time.
  - ☑ Visit the [Enrollment Site](#).
  - ☑ Choose **Change Your Coverage** from the top navigation.
  - ☑ Choose the **HSA** tile.
  - ☑ Follow the prompts to make your election.
- » **Check your investments.** Fidelity offers multiple ways to invest your account, including stocks, bonds, ETFs, mutual funds and more. Portfolio balances may shift over time; make sure your account is still invested as you want it to be. You can choose whether to let a Fidelity advisor invest for you or do it yourself.
- » **Check your beneficiaries.** Make sure your beneficiary designation(s) on file with Fidelity still reflect your current wishes.

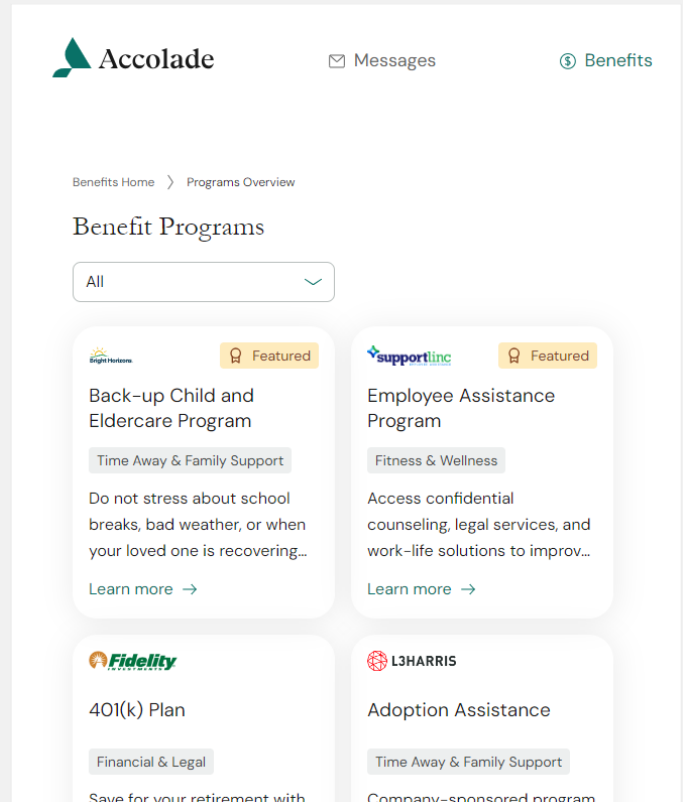
Access your HSA via single sign-on through [Accolade](#) or directly at [netbenefits.com/L3Harris](https://netbenefits.com/L3Harris) (username and password required), or call Fidelity at 1.800.544.3716.

## Navigate Your Benefits with Accolade

**Accolade**, as your one-stop healthcare and benefits concierge, provides personalized support and guidance on L3Harris healthcare benefits. Whether you're looking for a network doctor or a second opinion, have questions about a diagnosis or treatment plan, want to understand your coverage and costs, are confused by a medical bill, or so much more, your Accolade Care Advocate can help. If you haven't downloaded the Accolade app to your mobile device yet, don't miss out any longer—visit the App Store or Google Play for easy on-the-go access to all your L3Harris benefits.

*"I love, love, love [my Accolade Care Advocate]. She is very helpful and doesn't make me feel bad for asking the same question twice. She is very reassuring. If I get overcharged at an appointment, she helps me find the solution and talks me through it."*

- Testimonial from an L3Harris employee



The screenshot displays the Accolade web interface. At the top, there is a navigation bar with the Accolade logo, a Messages icon, and a Benefits icon. Below the navigation bar, the page title is "Benefit Programs" and there is a dropdown menu set to "All". The main content area features four featured benefit program cards:

- Back-up Child and Eldercare Program** (Featured): Includes "Time Away & Family Support" and a description: "Do not stress about school breaks, bad weather, or when your loved one is recovering...".
- Employee Assistance Program** (Featured): Includes "Fitness & Wellness" and a description: "Access confidential counseling, legal services, and work-life solutions to improv...".
- 401(k) Plan** (Fidelity): Includes "Financial & Legal" and a description: "Save for your retirement with".
- Adoption Assistance** (L3HARRIS): Includes "Time Away & Family Support" and a description: "Company-sponsored program".

This publication generally describes benefit plans available to eligible non-bargained L3Harris employees working in the continental United States and certain eligible L3Harris employees subject to a collective bargaining agreement. L3Harris reserves the right to change or terminate any benefit plan at any time for any reason without advance notice. All benefits are subject to the terms and conditions of the applicable plan documents, which will control in the case of any conflict. Receipt of this publication should not be considered a guarantee of eligibility for the benefit plans nor should it be considered a contract or guarantee of employment or continued employment or any specific terms of employment. Employment with L3Harris is generally on an at-will basis.