

Physical well-being

What if healthy choices today could help you reach and maintain your physical peak? Explore the opportunities you have to live strong and with vitality with EY physical well-being benefits and resources.

Medical Plan

2nd.MD

National fitness discounts

Dental Plan

Virtual office visits

Advocacy

If you're having an issue with your medical or dental plan — for example, your claim has been denied or there is a dispute about how much the plan reimbursed — access Advocacy Services for help at no additional cost to you.

Eyewear program

The eyewear program offers two types of coverage for eyewear needs:

- A discount program at no cost to you
Or
- A voluntary option with greater benefits and a monthly premium.

Pathways to Parenthood

To support you in building your family, EY offers financial reimbursement and paid time off support.

For those trying to welcome a child through assisted reproductive technology procedures (e.g., in vitro fertilization), adoption or surrogacy, there is a combined \$50,000 lifetime maximum benefit per family to help cover the cost. For fertility services, you must be enrolled in an EY Medical Plan, excluding a Health Maintenance Organization [HMO].

Additionally, to support those transitioning to parenthood, EY offers 16 weeks of paid parental leave for both primary and secondary caregivers, in addition to several other parental benefits.

Pathways to Transition

Dependent Day Care Reimbursement Account

Get tax savings and reimburse yourself for eligible dependent care expenses by contributing to a Dependent Day Care Reimbursement Account.

Health Savings Account (HSA)

If you're enrolled in a high-deductible health plan with EY, you have the opportunity to contribute to an HSA via payroll deduction. HSAs are special personal accounts that provide a way for you to save on taxes. You can then use the funds to either pay for your health care expenses now or save them to pay for expenses in the future.

Health Care Reimbursement Account

Get tax savings and reimburse yourself for eligible non-covered health care expenses with the Health Care Reimbursement Account. A Limited-Use Health Care Reimbursement Account is also available with certain medical coverage.

Sleep enhancement program

Sleepio is the EY digital sleep enhancement program that is scientifically proven to work. You'll start by taking a simple online sleep quiz. Sleepio will provide your Sleep Score, sleep tips and weekly guidance to improve your sleep using cognitive behavioral therapy (CBT). CBT techniques teach you how to overcome sleep issues, such as insomnia. You'll also gain access to a library of articles and guides that cover common sleep concerns.

Ergonomic Guidance

Ergonomic guidance helps you work in more ergonomic ways at the office, at client sites and at home.

Cancer resources

The right resources and support are critical to get through the healing process, whether cancer has touched you, a loved one or a colleague. Education, awareness and support are available through webcasts and additional resources from within the EY network, including the EY Medical Plan, 2nd.MD and EY Assist (for emotional support and physician referrals).

Disability coverage

EY offers disability coverage as financial protection if you become unable to work due to accident, illness or injury.

Short-term disability (STD) plan:

- You're eligible after three months of service.
- It's provided at no cost to you.
- You receive up to 100% of your pre-disability base salary for up to five months

Long-term disability (LTD) plan:

- You're eligible after a five-month waiting period.
- It's provided at no cost to you, or you can choose to pay a premium and any LTD benefits received will be tax-free.
- It pays benefits up to 70% of your pre-disability base salary.

Employee log in to Better You
(from the EY network)

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