EMPLOYEE ASSISTANCE PROGRAM

For Employees of:

G&K Services, Inc.

(herein called the Plan Administrator or the Employer)
EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is a confidential counseling service designed to provide employees and their immediate family members with a resource to obtain guidance and assistance in resolving personal problems.

Some employees participate in the plan pursuant to the terms of one or more collective bargaining agreements. A copy of the collective bargaining agreement can be obtained by participants and beneficiaries upon request to the Employer, and is available for examination by participants and beneficiaries at the employee’s plant facility during normal business hours.

Nota: Si usted necesita asistencia referente a el siguiente Resumen de la Descripción del Plan (SPD), por favor llame a ComPsych al 877-809-3144.

Eligibility

All employees of the Employer are eligible to use the EAP immediately upon hire. Eligible employees include full-time and part-time employees. Members of an eligible employee’s immediate family (i.e., the employee’s spouse and dependent children) are also entitled to use the EAP.

No enrollment is necessary.

Cost

The Employer pays the entire cost of the EAP. Accordingly, its services are available to employees and their dependents at no charge.

Benefits

The EAP is a program that provides confidential assessment and referral services to assist employees and their dependents in dealing with personal problems.

Example of problems the EAP can help resolve are:
• Marital and family conflict
• Stress and anxiety
• Alcohol and drug abuse
• Grief and loss
• Depression
• Physical abuse
• Eating disorders

EAP services are provided by ComPsych, an independent firm retained by the Employer to administer the Plan. ComPsych has a network of psychologists, social workers, and marital and family therapists who are trained to deal with a wide variety of personal and emotional problems.

The EAP is completely confidential. No information about the identity of the caller or the nature of his or her problem is shared with the Employer, unless you provide a written authorization for the EAP to do so. As indicated above, the Employer will not find out about a problem addressed through the
EAP unless you either authorize the EAP to disclose the problem to the Employer or independently notify the Employer that such a problem exists.

The FinancialConnect® program offers you unlimited telephone access to certified public accountants, certified financial planners, and other financial professionals who are trained and experienced in handling personal financial issues and can offer consulting on issues such as family budgeting, credit problems, tax questions, investment options, money management and retirement programs.

The LegalConnect® program provides you with unlimited telephone consultation with attorneys who are trained and dedicated to providing legal information and assistance to clients with such issues as divorce, bankruptcy, family law, real estate purchases and wills.

If you need legal representation or extended assistance that cannot be provided by phone, LegalConnect professionals can provide referrals to local attorneys. You or your family member will receive a free 30-minute consultation and, thereafter, a 25% reduction in fees for representation if you choose one of ComPsych’s network attorneys.

Obtaining Benefits

Use of the GuidanceResources EAP is entirely voluntary. It begins with a phone call to ComPsych. The phone number is (877) 809-3144 and they are open 24 hours a day, seven days a week. You can also utilize the service online by going to www.guidanceresources.com.

After contact has been made with ComPsych, they will make a preliminary assessment of the problem based on information provided to them by the caller. ComPsych will then either recommend that the caller meet with an EAP counselor in person or refer the caller to another source or agency for assistance.

The EAP offers, free of charge, up to two (2) counseling sessions per problem in any Plan Year (January 1 to December 31). These sessions are available separate and apart from any mental health or other related benefits that may be available under the Employer’s other benefit plans.

If an EAP counselor determines that a problem requires either more than 2 counseling sessions or another type of treatment, such as in-patient medical care, the covered person will be referred to the most appropriate resource for treatment. If the individual decides to continue counseling beyond 2 visits or obtain treatment after that clinical assessment has been made outside of the EAP program, the cost of such sessions or treatment will not be paid for by the EAP, even if the counseling is provided by the same EAP counselor.

For example, if after the second counseling session the EAP counselor determines that more than 2 sessions will be required to resolve the problem, the covered person will be so advised by the EAP counselor of his or her assessment. If that person then decides to continue treatment, whether with that same EAP counselor or another provider, the cost of those sessions will not be covered by the EAP.

However, if the person has medical insurance or is covered under a group health care plan, benefits for such additional therapy or treatment may be available, depending upon the terms of that policy or plan. If the person is covered under the Employer’s medical plan, information about benefits that may
be available for such treatment can be found in the Benefits Book or the BCBS Summary Plan Descriptions.

Participation in the EAP does not excuse employees from complying with Company policies or from meeting the requirements of their job, either before or after seeking assistance. Accordingly, use of the EAP will not preclude the Employer from taking disciplinary action against an employee for performance problems that occur either before or after the employee seeks assistance through the program.

ADMINISTRATION

The following information is provided as required by the Employee Retirement Income Security Act (ERISA) of 1974.

PLAN SPONSOR, FIDUCIARY AND ADMINISTRATOR:
G&K Services, Inc.
5995 Opus Parkway #500
Minnetonka, MN  55343
Telephone:  (952) 912-5500

AGENT FOR SERVICE OF LEGAL PROCESS:
G&K Services, Inc.
Attention:  General Counsel
5995 Opus Parkway #500
Minnetonka, MN  55343
Telephone:  (952) 912-5500

Service of Legal process may also be made on the Plan Administrator.

FUNDING: This Plan is self-funded. Your contribution towards the cost of the coverage under the Plan will be determined by the Employer each year and communicated to you prior to the effective date of any changes in the cost of the coverage.

ADMINISTRATION: This Plan, financed by G&K Services, Inc. is a self-insured employee assistance plan. ComPsych is the Program Administrator and provides administrative services only. The Program Administrator does not assume any financial risk or obligation with respect to claims. Payment of benefits is subject to all terms and conditions of this SPD.

PLAN NAME: G&K Services, Inc. Employee Assistance Plan (EAP)
PLAN TYPE: A type of welfare benefit plan that is subject to the provisions of ERISA
PLAN YEAR: January 1 through December 31
EMPLOYER IDENTIFICATION NUMBER: 41-0449530
EMPLOYER PLAN NUMBER: 501
GROUP NUMBER: GKS106

PLAN BENEFITS ADMINISTERED BY:
ComPsych
877-809-314 www.guidanceresources.com