

APIARY LIFE CASE STUDIES

HOW WE HELP EMPLOYEES
AND THEIR FAMILIES
NAVIGATE COMPLEX LIFE
SITUATIONS



APIARY LIFE CASE STUDY

How Apiary Life assisted, advised and supported an adult child supporting her aging her parents.

AT A GLANCE

Challenges

- Mental and physical wellbeing
- Risk of injury or rehospitalization post-rehab
- Emotional burden

Outcomes

- Logistical and emotional support for Shelly
- Mental health support for Peter and his wife
- Mitigate risk of injury or rehospitalization



You were just able to handle everything we needed/asked and incredibly proactive as well. A great communicator, incredibly organized and just lovely to have on your team working with you.



SITUATION

Shelly's father Peter suffered an unexpected stroke leading to his hospitalization and need to be admitted to a rehabilitation facility. Shelly is overwhelmed and confused by the medical logistics, navigating insurance, and supporting her parents' needs and expectations all while caring for her own immediate family and focusing on her job responsibilities.

SOLUTION

Shelly is connected with Steven, a specialist in eldercare and caregiving at Apiary Life. Steven creates an Action Plan and collaborates with Shelly and her parents to target those tasks which are most time consuming and causing Shelly the most concern. Steven also helps Shelly manage her tasks at home while she is focusing on her parents' needs.

Steven initially helps Shelly with Peter's admission to a rehabilitation facility and navigates the insurance issues. Once Peter is discharged from rehab, Steven identifies physical and occupational therapists, and an in-home aid to assist with his recovery. Steven also assists Shelly's parents in identifying home assistance and making certain adjustments to the home to reduce the risk of injury or hospitalization due to Peter's mobility issues.

Prior to the end of the engagement, Steven assists Shelly in speaking to her parents about their long-term care needs and locating all estate planning documents. He also helps her find emotional support for her parents, and mental health resources and support groups for her.

OUTCOMES

Benefit One

Shelly saves countless hours and resulting stress having a dedicated expert research and handle logistics while also anticipating the needs her father will likely have throughout his recovery.

Benefit Two

Steven acts as a guide and personal assistant to Shelly, making sure her mental health and personal needs are met so she can focus on her parents.

Benefit Three

Shelly has access to targeted checklists and specialized guidance on the Apiary Portal and from her Apiary Expert, giving her the reassurance that nothing is being overlooked.

APIARY LIFE CASE STUDY

How Apiary Life assisted, advised and supported a couple following a terminal illness diagnosis.



AT A GLANCE

Challenges

- Mental wellbeing
- Time off due to caregiving responsibilities
- Emotional burden

Outcomes

- Mitigate formal Leave of Absence
- Better engagement
- Reduced legal fees
- Alleviating HR burden



You are excellent and I would have felt so lost without you. You helped me a great deal throughout the whole process in many ways and I am extremely grateful for that.

SITUATION

Alan has been diagnosed with terminal cancer. Alan's wife Susannah works full time, and they also have a dependent adult daughter. Susannah is overwhelmed with juggling not only her career and two dependents but also organizing all the logistical and practical arrangements for Alan and ensuring that his affairs are in order.

SOLUTION

Susannah is connected with Laura, a specialist in end-of-life care and estate planning at Apiary Life. Laura creates an Action Plan and collaborates with Susannah to target those tasks which are causing her the most anxiety. Laura helps prepare powers of attorney and liaises with a Will writing service offered by Susannah's company to ensure that their wishes are properly documented. Alan has some mobility issues, so Laura helps them to apply for a disabled parking badge and obtains quotes for builders to install a downstairs bathroom. Through Laura, the family is introduced to a trusted member of the Hive network to provide support in adjusting to Alan's diagnosis. Laura also provides a "future proofing" checklist to guide Alan and Susannah to other resources, grant funding, and benefits that might be available to them and helps to prepare the relevant applications.

OUTCOMES

Benefit One

Susannah has the emotional and logistical support of a dedicated expert who is able to help her navigate the complexities of estate planning.

Benefit Two

Laura acts as a guide, advisor and personal assistant and prepares legal paperwork, allowing Susannah to remain focused at work and to enjoy precious down time with her family.

Benefit Three

Susannah has access to all exclusive precedents, targeted checklists and specialized guidance on the Apiary Portal, giving her the reassurance that nothing is being overlooked.

APIARY LIFE CASE STUDY

How Apiary Life helped overcome the emotional toil of divorce and navigate the complexities of co-parenting.



AT A GLANCE

Challenges

- Stress related absence
- Legal fees
- Lack of motivation
- Worries about children

Outcomes

- Improved emotional wellbeing
- Reduced absenteeism
- Support from managers and colleagues
- Reduced professional services costs
- Time savings of ~50 hours



I don't know what I would have done without you over the last two years, I wouldn't have known where to start. I was a mess, a complete mess, and I now feel excited about the future.

SITUATION

Thomas' wife, Charlotte, has recently announced that she wants a divorce. Between the stress of his job, the emotional turmoil of a separation and not seeing his daughter regularly, he is feeling overwhelmed and lost. He finds himself focusing on his separation and Court proceedings during office hours and is unable to concentrate on his work.

SOLUTION

Thomas visits the Apiary Life portal and accesses guidance notes and checklists summarizing what needs to be considered following the breakdown of a marriage. This allows him to discuss with Charlotte a framework for what needs to be agreed between them. Realizing he needs more specialized guidance, he contacts Apiary through the portal and is introduced to Michelle, an expert in family law. Michelle helps Thomas to understand his options, focusing first on the arrangements for his daughter. Michelle provides example co-parenting schedules, assists Thomas to prepare a proposed Parenting Plan and guides him to information regarding the approach to child support. As they move forward to separate their financial affairs, Michelle works with Thomas' lawyer to collate all necessary financial documentation and acts as sounding board to discuss creative strategies to resolve matters outside of the Court arena.

OUTCOMES

Benefit One

Michelle collates, organizes and analyses financial and legal documentation, saving Thomas time and money on legal fees, significantly reducing his stress levels and allowing him to remain effective and engaged at work.

Benefit Two

Michelle provides strategic advice and guidance and assists with conflict resolution coaching, reducing Thomas's anxiety and helping him with his mental wellbeing.

Benefit Three

Michelle helps Thomas to build and develop a positive co-parenting schedule with Charlotte, enabling him to maintain a secure and loving relationship with his daughter, remain "present" as a parent and thus improve his emotional wellbeing.

APIARY LIFE CASE STUDY

How Apiary Life simplified the complexities of gender transition.



AT A GLANCE

Challenges

- Stress related absence
- Legal fees
- Estrangement
- Communicating to colleagues

Outcomes

- Improved emotional wellbeing
- Reduced absenteeism
- Support from managers and colleagues
- Reduced professional services costs
- Time savings of ~50 hours



It is amazing knowing your company has your back, it just makes you want to work harder and do a better job knowing they are there to support you when life gets complicated.

SITUATION

Heidi has recently started the process of transitioning from male to female. In addition to hormone therapy, she is also formally changing her name and gender markers and finds the legal and logistical challenges overwhelming causing her to consider a leave of absence from work due to stress. The complexity is compounded by the fact that Heidi was born in Asia but to US parents and, therefore, her birth certificate was issued by the US State Department.

SOLUTION

Heidi's employer offers Apiary Life as a benefit. Through Apiary, Heidi is introduced to Daniel, her dedicated Apiary expert. Daniel is a former family lawyer and uses his specialist knowledge to educate Heidi on the legal processes and requirements. Daniel assists with completing necessary Court forms, contacting newspapers where formal notices need to be published by state law, and helps Heidi to interpret the formal Court correspondence. Daniel carries out research and guides Heidi as to how to amend her passport and birth certificate and provides a list of other organizations to be contacted with draft letters for her use. Daniel also puts Heidi in touch with a local support group for ongoing emotional support and helps her to access therapy through her employer's EAP.

OUTCOMES

Benefit One

Daniel shoulders the burden of the legal paperwork and administrative challenges, saving Heidi hundreds of hours of research and admin and allowing her to focus on her work, health and wellbeing.

Benefit Two

Heidi has the benefit of emotional, practical and logistical support and advice from an experienced professional, at no cost to her, relieving stress and financial burden.

Benefit Three

Daniel's knowledge of the process assures Heidi that she is properly adhering to the Court procedures and ensures a smooth, swift and efficient completion of all necessary formalities.

APIARY LIFE CASE STUDY

How Apiary Life provided guidance and support for newlyweds having a baby via a surrogate.



AT A GLANCE

Challenges

- Stressful work schedule
- Complex surrogacy arrangement
- Legal complexities and unknowns

Outcomes

- Enhanced goodwill and company loyalty
- Engagement improvement
- Thousands of \$ in savings on legal fees
- Hundreds of hours saved so Jack can focus on work



I would not be at work right now if it weren't for Apiary. Thank you!

SITUATION

James and Jack are newlyweds. They would like a family and have started the surrogacy process. James will be the biological father but Jack seeks equal parental rights. As a senior executive, Jack is crucial to the future and development of his business, which is in a critical phase. Jack wants to understand the options available and investments required from the surrogacy process but is currently juggling a 70 hour working week with his commitments at home and is finding the process all consuming.

SOLUTION

Jack is introduced to Naomi, his Apiary expert and specialist in family arrangements. Naomi is proactive in guiding Jack through the process, researching clinics and organizations and presenting the best options. She coordinates and attends meetings with the couple, takes notes, collates and organizes paperwork and co-manages the process for them. She obtains quotes for health insurance and other agreed expenses for the surrogate and helps them to prepare and agree a budget. When their daughter is born, Naomi then guides the couple through the legal process of applying for a parental order, introducing them to a trusted specialist legal advisor and helping prepare draft documentation, thus saving them significant expenditure on legal fees.

OUTCOMES

Benefit One

Naomi guides the couple through the entire surrogacy process, allowing Jack to focus on his career.

Benefit Two

With her legal background, Naomi supports the couple through every step of the process ensuring that they ask the right questions and are fully appraised of their rights and responsibilities before proceeding.

Benefit Three

Through her Apiary team, Naomi has pre-prepared sample budgets and cost lists to help with agreeing a package of support for the surrogate, significantly reducing the time and investment required by the couple.

APIARY LIFE CASE STUDY

How Apiary Life
supported a complex
Islamic divorce



AT A GLANCE

Challenges

- Poor mental health and stress
- Worries about children
- Lack of work focus

Outcomes

- Improved emotional wellbeing
- Significant savings on legal fees
- Better focus and decision making at work



Thank you for being so ready to listen and help guide me through what has been the most stressful period of my life to date. I really cannot put into words how grateful I am.

SITUATION

Anna and her husband were married under Islamic law and then entered into a civil marriage contract. Anna's husband now claims to have divorced her, though Anna has received no documentary evidence. Anna has three young children and works full-time. She often spends working hours on the internet researching her position and is struggling to maintain productivity at work. She has thought about leaving her job but is worried about her future financial security and that of the children.

SOLUTION

Anna benefits from automatic access to the Apiary portal. Anna utilizes the online resources but understands that her situation is more complex than most. She is therefore introduced to Kasia, an expert in family law. Kasia reassures Anna and listens to her key practical and legal concerns. Given the complexity, Anna is put in touch with a lawyer using the Apiary Hive network to address the legal matrix. Kasia attends all key meetings and collaborates with the legal representative. Kasia assists Anna in preparing a co-parenting plan and collating and organizing the necessary financial documentation for legal review. Kasia works with Anna to analyze the various options and proposals presented by her estranged husband and liaises with the team to ensure a swift resolution is achieved.

OUTCOMES

Benefit One

Kasia prepares first drafts of legal documents, saving Anna dozens of hours and relieving her anxiety, allowing her to remain engaged and effective at work and to focus on the needs of her young family at home.

Benefit Two

With Kasia's emotional support and strategic guidance, Anna has the strength to navigate the divorce and separation process and remain in her career.

Benefit Three

With Kasia there advocating for her, Anna attends mediation and is able to reach an agreement with her husband outside of the court arena and in keeping with their religious beliefs, thus saving thousands of dollars in legal fees.

APIARY LIFE CASE STUDY

How Apiary Life supported a young family facing a sudden bereavement.

AT A GLANCE

Challenges

- Mental wellbeing
- Legal fees
- Emotional burden
- Financial anxiety

Outcomes

- Improved emotional wellbeing
- Reduced costs
- Time savings of ~100 hours



My family recognized the change in me before I told them of the assistance being offered and how much pressure had been relieved by having a very knowledgeable, approachable and empathetic person on call to help...who I quickly realized was actually making progress on issues I couldn't.



SITUATION

Leah's husband Mark passed away suddenly and without making a Will or putting in place any estate planning arrangements. The couple have two young children. Mark owned a commercial property business and Leah is totally overwhelmed by the work that is now required of her to manage Mark's estate and secure her families' finances whilst also grieving herself and supporting her children through this devastating time.

SOLUTION

Leah's employer offers Apiary Life as a benefit and, through Apiary, Leah is introduced to Sophie. Sophie is a former probate lawyer and helps support Leah through the tasks associated with Mark's death, from arranging his funeral and reception to helping her understand the steps that need to be taken to administer the Estate. Sophie works with Leah to prepare a list of all of the organizations that need to be contacted and then drafts the necessary notification letters. Sophie prepares a spreadsheet setting out the assets in the Estate and arranges the necessary asset valuations. Sophie introduces Leah to a lawyer in the Apiary Referral Network to assist her with the legal complexities arising from the intestacy and provides all of the required information to the solicitor, saving Leah significant time and money. Sophie works closely with the lawyer to help to minimize legal fees as well as coordinating and drafting paperwork and guiding Leah through the various steps that need to be taken. Sophie helps Leah to source grief counselling for herself and her two young children and, when she is ready, helps Leah in her own estate planning in order to secure the children's future welfare.

OUTCOMES

Benefit One

Sophie saves Leah ~100 hours of time, allowing her to grieve the death of her husband and take care of herself and her children. This enables Leah to return to work more quickly and effectively

Benefit Two

Sophie saves Leah substantial legal costs by undertaking administrative, organizational and knowledge gathering tasks usually carried out by a lawyer.

Benefit Three

Sophie guides and supports Leah and her family throughout the entire process, allowing them to focus on themselves and each other, rebuild their lives and move forwards without Mark.