



inclusive benefits for our inclusive culture: **comprehensive LGBTQIA+ support**

We believe a diverse workforce—paired with an inclusive company culture—strengthens our innovative power and contributes significantly to our business success. We respect and accept employees’ sexual orientation, gender identity, gender expression, and everything else that makes them ***uniquely them***. Every individual brings their professional backgrounds, life experiences, and perspectives to the table, and we’re proud our culture ensures all employees can be their authentic selves at work.

Your journey is unique, and we work hard to offer generous, high-quality benefit programs to support you—including robust offerings for our LGBTQIA+ employees and their loved ones.

Read on to learn more!

About Eligible Dependents

All benefit-eligible employees can cover their spouse or domestic partner under our healthcare benefits, including our medical plans.

The rainbow network USA and Canada

Our LGBTQIA+ Employee Resource Group

Employee Resource Groups (ERGs) are an integral part of our company culture. The Rainbow Network USA and Canada ERG brings our employees together to promote a safe, inclusive, and engaging work environment and foster a community where everyone, regardless of sexual orientation, gender identity, or gender expression, has the same rights and opportunities and is recognized and valued.

All company employees based in the United States and Canada are welcome to join.





supporting your gender identity

Living according to one's gender identity is a **basic human right**, not a privilege. We also understand there is no "one size fits all" when it comes to providing benefits, programs, and services to allow each person to be their own true self.

Gender Affirming Services: Achieving WPATH Standards of Care

The World Professional Association for Transgender Health (WPATH) provides standards of care, outlining clinical guidance for how medical professionals can assist transgender and non-binary people. We have worked to ensure the surgical services, behavioral health services, medications, and other care recommended by WPATH are covered as part of our benefits.

These services are available to any family member enrolled in your benefits and include:

- Hormone therapy, including puberty blockers
- Behavioral health services, such as counseling or therapy sessions
- Egg or sperm retrieval, freezing, and storage (employer-covered for up to 24 months)
- Procedures to the face: electrolysis, forehead contouring, rhinoplasty, mandible reconstruction, trachea shave, blepharoplasty, brow lift, cheek augmentation, face lifts, liposuction, lip enhancement/reduction, and hair transplant
- Breast augmentation, breast reduction, or chest masculinization with bilateral subcutaneous mastectomy
- Genital surgery: penectomy, orchiectomy, vaginoplasty, clitoroplasty, vulvoplasty, hysterectomy/salpingo-oophorectomy, reconstruction of the fixed part of the urethra, which can be combined with a metoidioplasty or with a phalloplasty (employing a pedicled or free vascularized flap), vaginectomy, scrotoplasty, and implantation of erection and/or testicular prostheses
- Voice and communication therapy for transgender and non-binary individuals, including speech therapy and communication therapy focused on a variety of verbal (pitch, intonation, resonance) and nonverbal communication

Helping you grow your family

The path to parenthood isn't always traditional; there are many unique circumstances and therefore different needs when it comes to planning for or growing a family. We've worked hard to make sure our family planning benefits are inclusive and can support all of our employees.

Fertility Coverage

Sometimes pregnancy doesn't happen naturally—but that doesn't mean it can't happen at all. We have partnered with BCBSMA to make fertility services available to all who may need it. All employees and their enrolled spouses or domestic partners under the age of 44 are eligible for these benefits; you do not need a medically necessary reason to take advantage of these services. Examples of coverage include:

- **Intrauterine insemination (IUI):** the use of sperm donation or artificial insemination.
- **Cryopreserved (frozen) eggs:** the use of eggs retrieved from either partner as part of the in vitro fertilization (IVF) process.
- **Reciprocal in vitro fertilization (IVF) treatment:** the use of eggs from one partner that have been inseminated with donor sperm and transferred to the other partner, who then carries the pregnancy and gives birth

Additionally, we have established an [Infertility Help Desk](#), available to anyone who would like support becoming pregnant. Whether you or your spouse or domestic partner are struggling with infertility, you need help understanding the options and next steps in your fertility journey, or you're a single person who would like assistance, the [Infertility Help Desk](#) is there for you.

We've also developed [My Fertility Story](#), an online tool that all employees can use to access customized fertility and family planning resources.

Adoption and Surrogacy Support

Employees are eligible to receive a **reimbursement of up to \$5,000** for eligible expenses related to adoption or surrogacy. Additionally, we offer **seven weeks of fully paid parental leave**.



Taking the time you need

While the work we do is important, family always comes first. We offer generous parental leave for all employees to bond with their new family member, even if they're not the birth parent.

Seven weeks of paid parental leave are provided at 100% base pay for:

- birth parents
- partners
- adoptive parents

For birth parents, this is in addition to any short-term disability (STD) pay you may receive, which is a minimum of eight weeks of salary continuation. Paid Parental Leave runs concurrent with any state or federal leaves such as FMLA leave.

**Your journey is unique,
and we work hard to offer
generous, high-quality
benefit programs
to support you and
your family.**

Caring for your Emotional well-being

We understand being a member of the LGBTQIA+ community can be incredibly stressful at times—whether you’re undergoing medical care, dealing with challenging family dynamics, struggling with the current political climate, or something else. A little bit of support can change **everything**, and we’ve got resources to help you.

Our Employee Assistance Program (EAP)

Our EAP, provided through CompEAP, provides comprehensive mental well-being and work-life support. Each employee and family member can receive free, confidential visits with an EAP counselor.

An EAP counselor can:

- Identify issues and help you plan strategies for dealing with them
- Find and refer you to a specialist in the area of your concern

The EAP also provides consultations and referrals for numerous other services including:

- Child and elder care assistance
- Financial counselors
- Attorneys

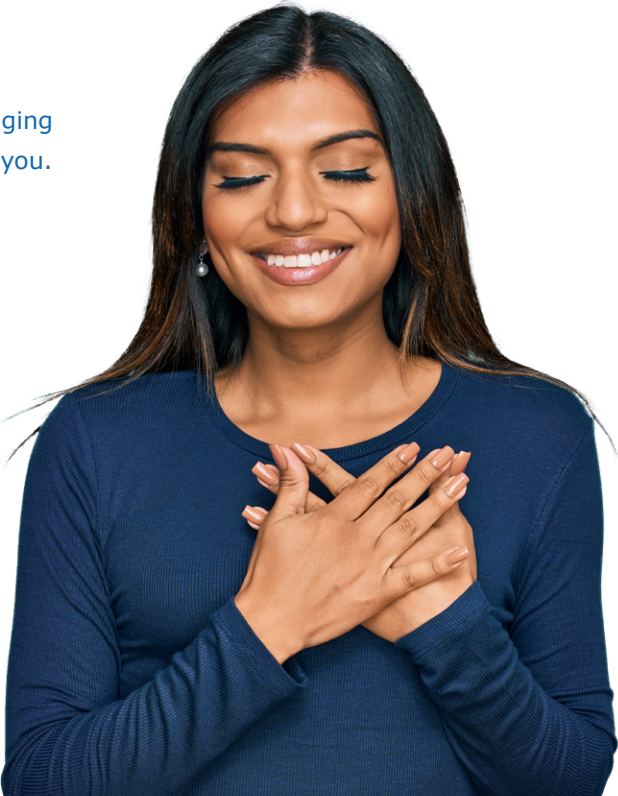
In addition, you can use this site to access confidential resources for yourself and your family. Take a self-assessment, schedule a conversation, or access articles and videos about a variety of topics like wellness, cyber safety, and bullying. You can also track your activities, including appointments you schedule, trainings you take, and events you’ve registered for.

Every effort has been made to ensure that the information in this guide is accurate. If, however, there is any discrepancy between this guide and the SPDs, plan documents, and/or any company policy, the applicable SPD, plan document, or company policy shall govern. To the extent that there is a discrepancy between a company policy and an SPD or plan document, the SPD or plan document shall govern. If necessary, the SPDs and the policies will be updated to reflect the benefits described in this guide. The provision of benefits does not guarantee continued employment. The company reserves the right to change, amend, or discontinue benefits at any time.

Accolade: Personalized Health and Benefits Support

If you have a question about your benefits—any question at all—and you aren’t sure where to go for answers, start with Accolade. There’s no question too big, too small, too simple, or too complex for your personal Accolade Health Assistant, who will help you get the answers you need. They’ll also act as your advocate to help you navigate your way through the health care system.

Accolade is available to all employees and their covered family members.



sessions with EAP counselors are free and confidential for all employees and family members! use them whenever you need them.



We’re proud to be recognized by the Human Rights Campaign Foundation as one of the Best Places to Work for LGBTQIA+ Equality! Our 100% Corporate Equality Index score illustrates our commitment to providing benefits for the LGBTQIA+ community.

