

LGBTQ+ Benefits Guide

At Attentive, we are committed to providing comprehensive benefits coverage for all.

Standard Benefits

Our plans are available to same-sex spouses and domestic partnerships.

- ▶ Medical benefits
- ▶ Virtual care—One medical
- ▶ Dental care
- ▶ Vision care
- ▶ All other voluntary benefits allowing dependents on the plan

Please note that this document is not a guarantee that all services listed below will be rendered. Instead this document captures the covered healthcare services and treatment options that are provided by the company as well as resources to clarify these offerings. Feel free to consult with the contacts listed below respecting additional requirements and procedures for gaining access to covered services.



Transgender-Inclusive Healthcare Offerings

Healthcare Services and Treatment Options

Attentive offers transition assistance through our Cigna medical plans. These services include:

- ▶ Behavioral health services
- ▶ Hormone therapy and medications
- ▶ Gender affirmation surgery
- ▶ Gender support services
- ▶ Reproductive services

Gender affirming care hotline available for Cigna:
855.699.8990

Prior authorization is required for some procedures depending on state.

Additional benefits and procedures that may be covered under the plan, when deemed medically necessary. You can find out which surgeries are covered or excluded, and which services have limits by calling Member Services. The resources below will give you more information about our gender affirmation policy and breast surgery providers.

Short term time off work may be applicable through FMLA and/or other state leave laws.

Carrot

Receive unlimited expert guidance no matter where you are on your parenthood journey. Experts are available 24/7 help you through:

- ▶ Fertility Concerns
- ▶ Adoption
- ▶ Surrogacy
- ▶ Pregnancy and Postpartum
- ▶ Perimenopause and Menopause
- ▶ Low Testosterone (low T)

To get started, visit get-carrot.com/sign up.

One Medical

If you elect an Attentive Cigna medical plan, you are automatically enrolled in One Medical which provides 24/7 on-demand care with video chat. One medical is deeply committed to providing culturally competent, inclusive, and affirming primary care—where everyone, regardless of who they love or how they identify, feels seen, heard, and cared for.

- ▶ Judgment free primary care
- ▶ Identity affirming
- ▶ Providers who get you
- ▶ PrEP management
- ▶ Onsite labs
- ▶ HIV management
- ▶ Hormonal therapy
- ▶ Chronic conditions

Visit onemedical.com/mybenefit to activate your membership.



Family Formation

Healthcare Services and Treatment Options

All medical plan options provide coverage for basic and comprehensive infertility services. The services are subject to any deductibles, coinsurance, copays, etc., that the employee chooses to elect.

- ▶ Basic infertility and comprehensive infertility services. Covered services include diagnose and evaluate the underlying medical cause of infertility, artificial insemination, which includes intrauterine (IUI)/intracervical (ICI) insemination.
- ▶ Attentive follows the NY mandate for fertility coverage, there are no lifetime limits for cycles of ART/IVF per lifetime.

There is no Lifetime maximum for infertility services.

Attentive Parental Bonding Leave

The Company will provide an eligible employee with leave to bond as a parent with their newborn child, newly adopted child, new foster care child, or with a child newly placed in their legal custody*. Bonding leave is available to all eligible employees for up to 12 weeks of consecutive time off to bond with a new child.

Please reference the employee handbook for the full policy.

* Surrogate mothers and sperm donors are not eligible for Bonding Leave. Birthing parents will be eligible for 6-8 weeks of disability based on delivery type.

Carrot offers several family forming benefits. Please see previous page for details.

HIV Services and Treatment

Attentive employees and their covered dependents have access to HIV prevention, care, and pharmacy benefits including:

- ▶ HIV testing including self-treatment options
- ▶ Pre-exposure prophylaxis (PrEP) including the injectable treatment (preventive drugs covered at 100%)
- ▶ Post-exposure prophylaxis (PEP)
- ▶ Antiretroviral therapy (ART) including the injectable treatment



Mental Health Resources

Modern Health

Modern Health is an app-based virtual therapy application that offers one on one video therapy to you and your dependents, age 18+. Modern Health provides members of the LGBTQ+ community inclusive mental health benefits through

- ▶ 1:1 sessions with inclusive providers
- ▶ Community sessions
- ▶ Digital resources

To get started with Modern Health:

- ▶ Register at my.modernhealth.com
- ▶ Download the Modern Health App
- ▶ Follow the instructions and you're all set!

Employee Assistance Program (EAP)

You have access to an Employee Assistance Program through Lincoln Financial Group.

The EAP is a confidential assistance program to help address the personal issues you and your adult dependents are facing. You are given unlimited telephonic support from a counselor who can provide immediate help with issues of concern. Additionally, you have access to a web library that provides numerous LGBTQ+ resources such as:

- ▶ Understanding your rights
- ▶ LGBTQ+ Adoption Guide
- ▶ Supporting an LGBTQ+ Child
- ▶ And more!

Utilize your EAP today: Guidanceresources.com or download the Guidance Resources mobile app.

Headspace Care (for Kaiser members)

Headspace Care is an app-based solution that offers confidential on-demand emotional and mental health support for you and your dependents, age 18+. Headspace Care celebrates the LGBTQ+ community and provides access to:

- ▶ 24/7 coaching
- ▶ Self-care activities
- ▶ Video therapy and psychiatry

To get started with Headspace Care today:

- ▶ Download the **Headspace Care** app.
- ▶ In the app, tap "Create account" then "My Organization."
- ▶ Follow the instructions and you're all set!

Monthly Mental Health 101 webinars are available. **Register for an interactive session** and live Q&A led by a Headspace Care coach to learn how you and your adult dependents can use your Headspace Care benefit.

Headspace Care is only available to those enrolled in Kaiser plans.

