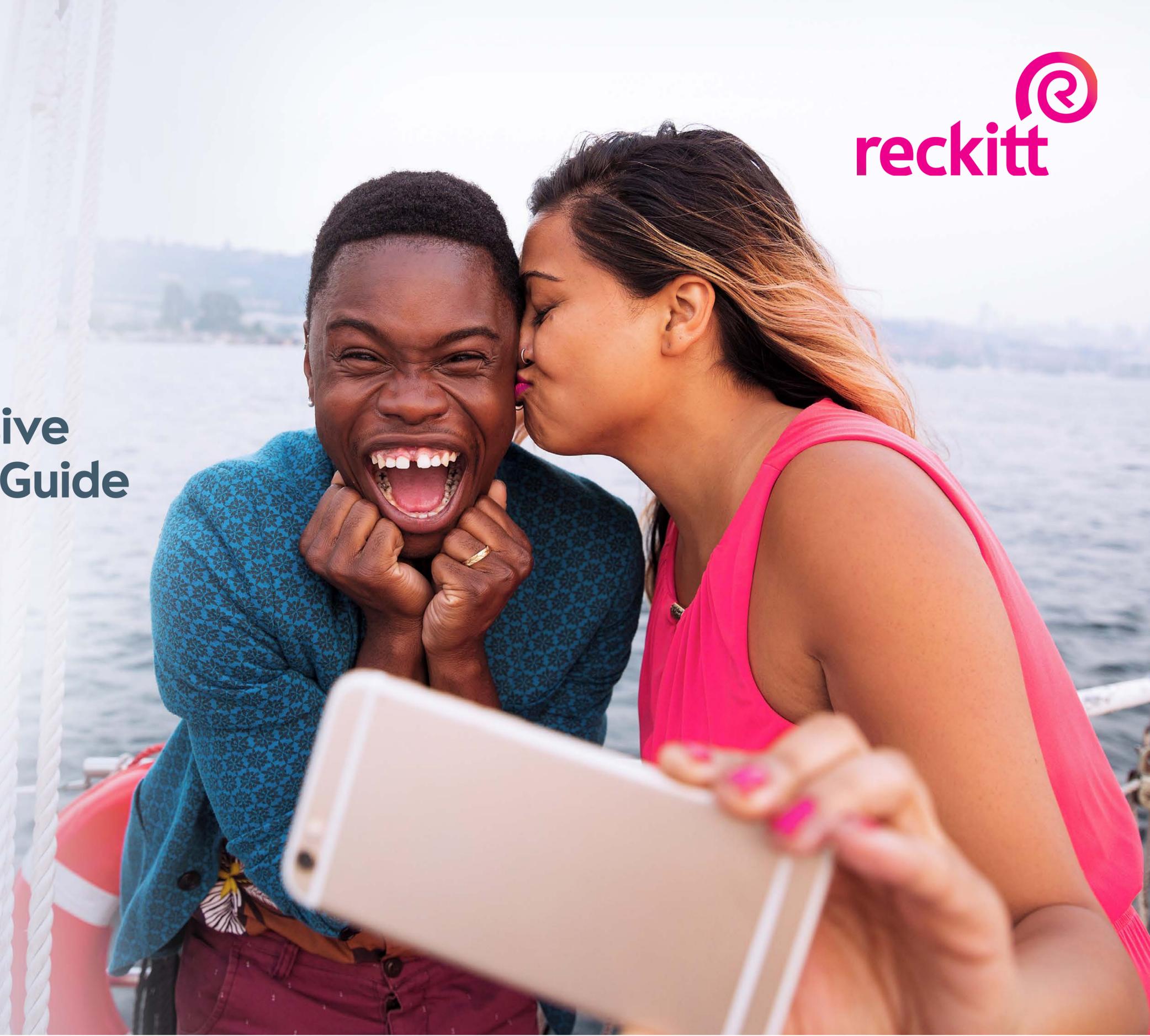


# AFFIRMING YOU

## An Inclusive Benefits Guide

Get to know your benefits for LGBTQIA+  
healthcare services



## CONTENTS

### Transgender-inclusive healthcare

#### Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

#### Family formation benefits

Your Progyny benefits

Parental leave

#### Benefits for HIV services and treatment

Your EAP

Teladoc Health

# SUPPORTING YOUR WELL-BEING

with the right care, services and benefits

**We all live, work, and learn among diverse social groups.**

At Reckitt, we foster a workplace of respect and inclusiveness for all of our employees – regardless of their sexual orientation or gender identity. This means ensuring that our healthcare offerings are inclusive, and that you have the tools and resources needed to gain access to critically important services and benefits.

In this guide, you'll find information about transgender-inclusive healthcare, family formation, HIV services and treatments, and behavioral health resources available through your EAP and Teladoc Health.



# TRANSGENDER-INCLUSIVE HEALTHCARE

## Transgender-inclusive healthcare

### Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

### Family formation benefits

Your Progyny benefits

Parental leave

### Benefits for HIV services and treatment

Your EAP

Teladoc Health



Your Aetna medical plan provides services and benefits to support your decision to transition to your self-identified gender. The plan covers medically necessary procedures and treatments for gender reassignment, including:

- 1 Coverage for **reconstructive surgical procedures** related to gender reassignment (including reconstructive chest, breast, and genital procedures)
- 2 Coverage for **medical visits** or **laboratory services**
- 3 **Pharmacy benefits** for hormone replacement therapies, including puberty blockers for youth\*
- 4 **Mental health** benefits

### Additional benefits covered under the plan include:

- Hair removal required for reconstructive surgery
- Travel and lodging expenses

\* Oral medications are covered under your prescription drug benefits

# SUPPORT, GUIDANCE, AND INFORMATION

## Transgender-inclusive healthcare

### Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

### Family formation benefits

Your Progyny benefits

Parental leave

### Benefits for HIV services and treatment

Your EAP

Teladoc Health

Aetna is ready to help with your transition – every step of the way.

### Aetna Concierge

Call your **Aetna Concierge** when you need help with transgender and gender-affirming treatments and procedures. Just tell the concierge you'd like to work with an **Aetna nurse care manager** trained in transgender and gender-affirming care. The nurse care manager can answer medical questions, help with any procedure approvals needed, and discuss your treatment plan.

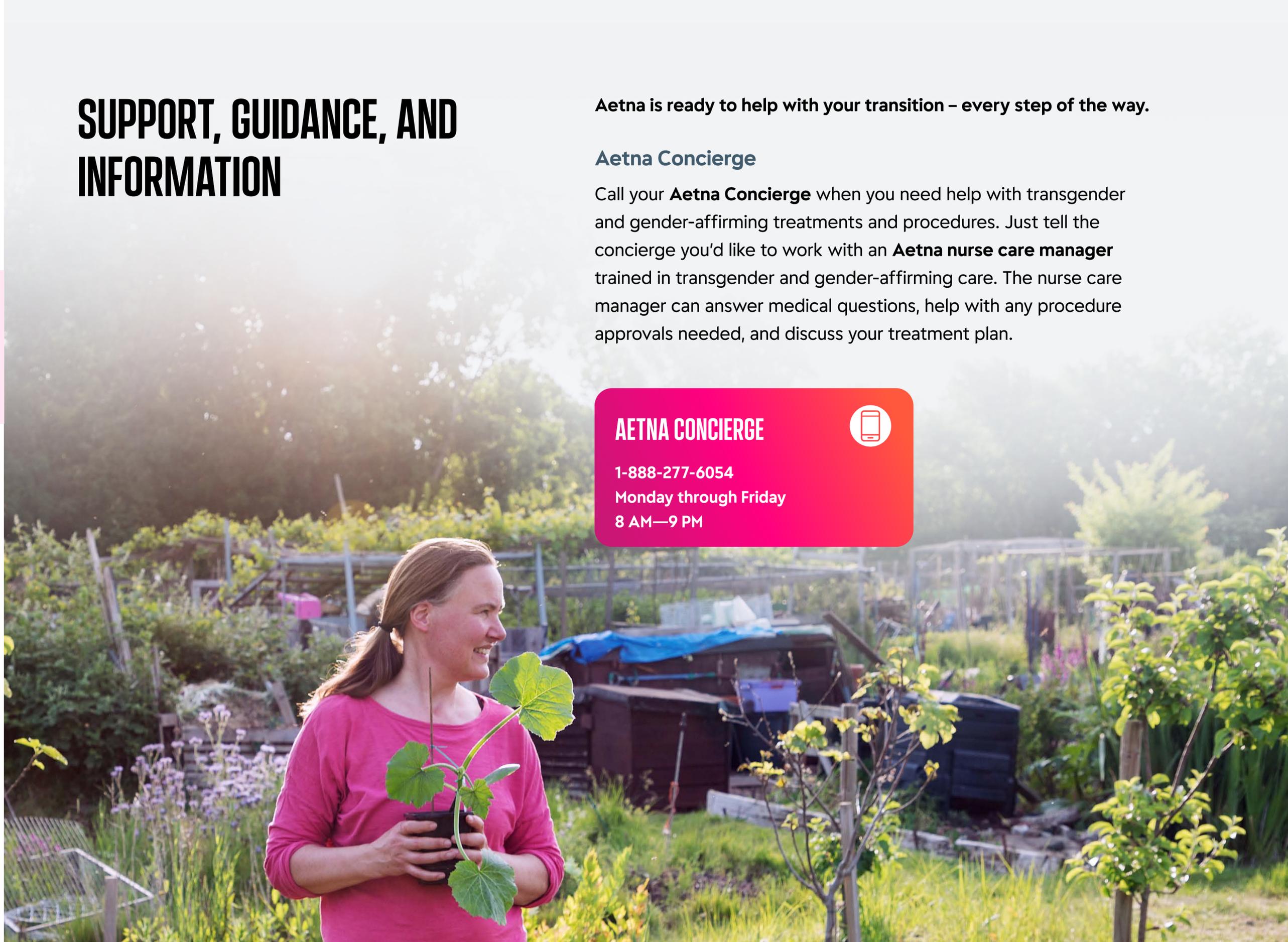
**AETNA CONCIERGE**



1-888-277-6054

Monday through Friday

8 AM—9 PM



## Transgender-inclusive healthcare

### Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

### Family formation benefits

Your Progyny benefits

Parental leave

### Benefits for HIV services and treatment

Your EAP

Teladoc Health

## Transgender Support Center

If you have questions about transgender and gender-affirming care costs or benefits, or how procedures and treatments are covered under your medical plan, the concierge will have an advocate from the **Aetna's Transgender Support Center** call you. The advocate can also help you find the right care and providers, including mental health providers, and go over claims and claim payments with you.

You can also access the Transgender Support Center directly at [Aetna.com](https://www.aetna.com), your member website. Make sure you're registered with the site first, then log in at [Aetna.com](https://www.aetna.com) and choose Health & Wellness from the menu, then click *Transgender Support Center*. There you can:

- View benefits and cost information
- Search for in-network doctors specializing in gender-affirming care
- Find information about gender-affirming surgery, non-surgical options, and ongoing care
- Learn about social support, therapy and counseling, and crisis support

## Your Health Advocate

With Health Advocate, you're able to connect with experts for help with your healthcare and benefits questions. Health Advocate's Personal Health Advocates are trained in LGBTQIA+ issues so they can deliver the right information and support. These health and well-being experts can:

- Help you find doctors and facilities matched to your needs and preference, including Centers of Excellence that specialize in providing transgender care.
- Discuss treatment options and medical procedures
- Arrange preventive care
- Answer questions about your health benefits, and review your coverage for medical services and prescriptions.
- Schedule appointments (including telemedicine appointments), transfer medical records, and arrange second opinions.
- Explain your health coverage and in- and out-of-network costs for providers and services.
- Review medical bills to make sure they're correct, and resolve billing issues.

Health Advocate is committed to embracing diversity, equity, and inclusion as we provide personalized support to improve your health and well-being.

# FAMILY FORMATION BENEFITS

## Transgender-inclusive healthcare

## Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

## Family formation benefits

Your Progyny benefits

Parental leave

## Benefits for HIV services and treatment

Your EAP

Teladoc Health

Your medical benefits provide coverage for options to help you start or build your family.

## Your Progyny\* benefits include:

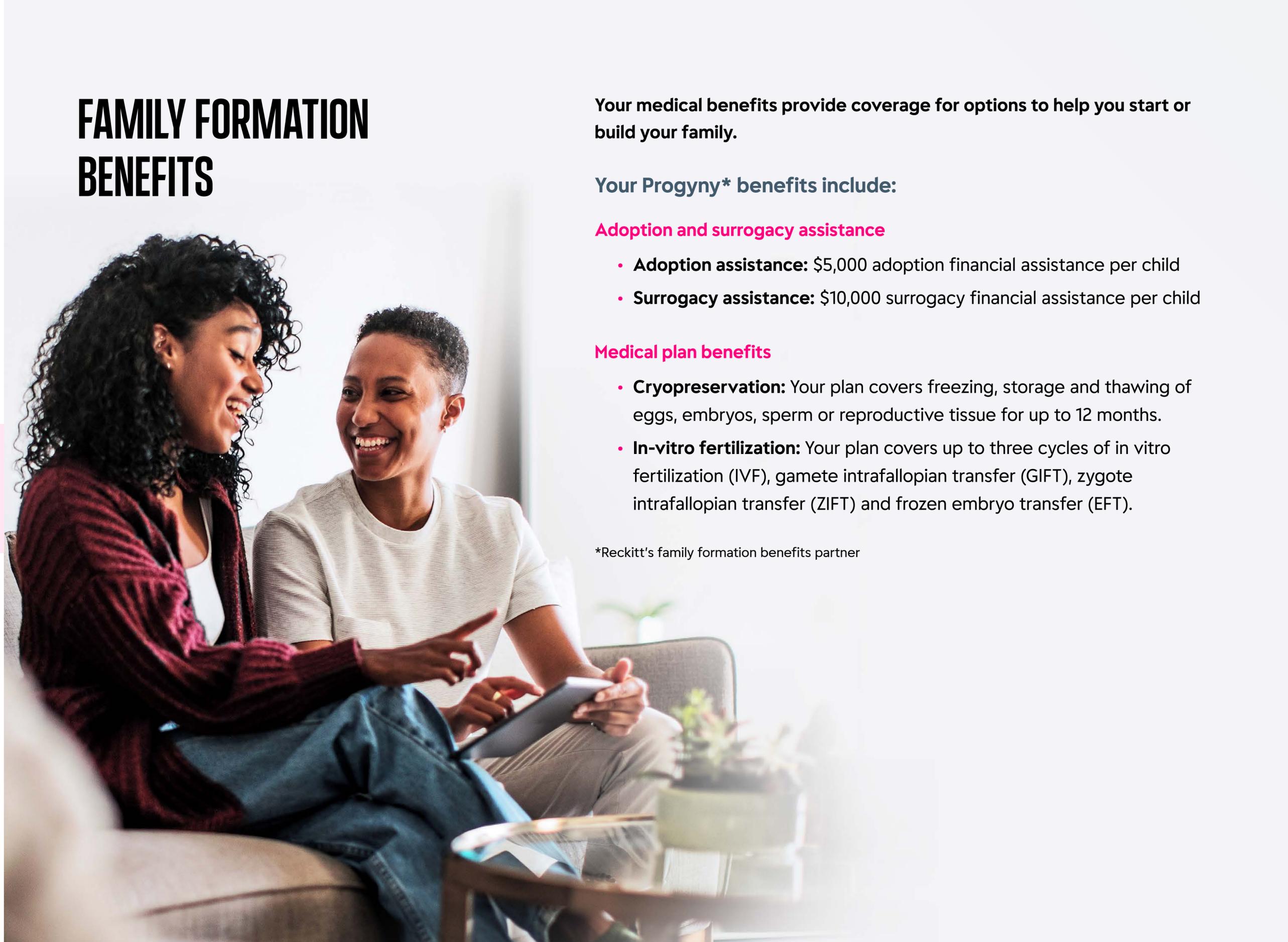
### Adoption and surrogacy assistance

- **Adoption assistance:** \$5,000 adoption financial assistance per child
- **Surrogacy assistance:** \$10,000 surrogacy financial assistance per child

### Medical plan benefits

- **Cryopreservation:** Your plan covers freezing, storage and thawing of eggs, embryos, sperm or reproductive tissue for up to 12 months.
- **In-vitro fertilization:** Your plan covers up to three cycles of in vitro fertilization (IVF), gamete intrafallopian transfer (GIFT), zygote intrafallopian transfer (ZIFT) and frozen embryo transfer (EFT).

\*Reckitt's family formation benefits partner



### Transgender-inclusive healthcare

### Support, guidance and information

Aetna Concierge  
Transgender Support Center  
Health Advocate

### Family formation benefits

Your Progyny benefits  
Parental leave

### Benefits for HIV services and treatment

Your EAP  
Teladoc Health

## Parental leave

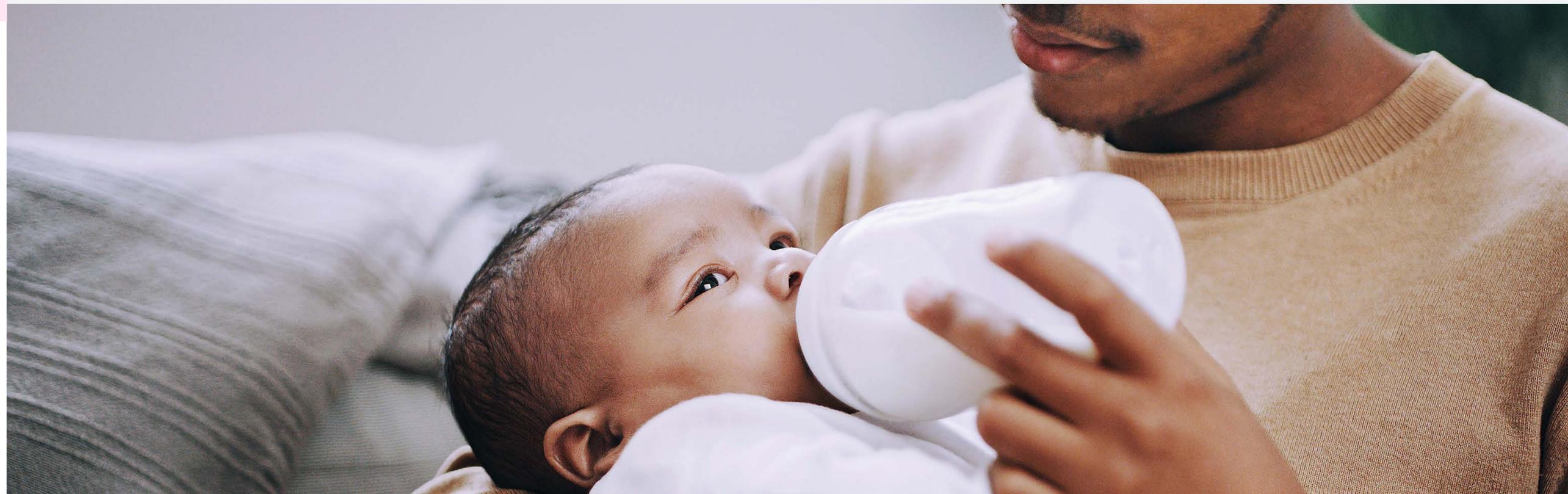
Your Reckitt benefits include paid parental leaves as follows:

### Birth parent

- **10 weeks** to recover at 100% of base salary
- **16 weeks** for baby bonding at 100% of base salary, reduced by any applicable state benefit, to be used at one time or on an intermittent basis

### Non-birth parent

- **16 weeks** for baby bonding at 100% of base salary, reduced by any applicable state benefit, to be used at one time or on an intermittent basis



# BENEFITS FOR HIV SERVICES AND TREATMENT

## Transgender-inclusive healthcare

## Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

## Family formation benefits

Your Progyny benefits

Parental leave

## Benefits for HIV services and treatment

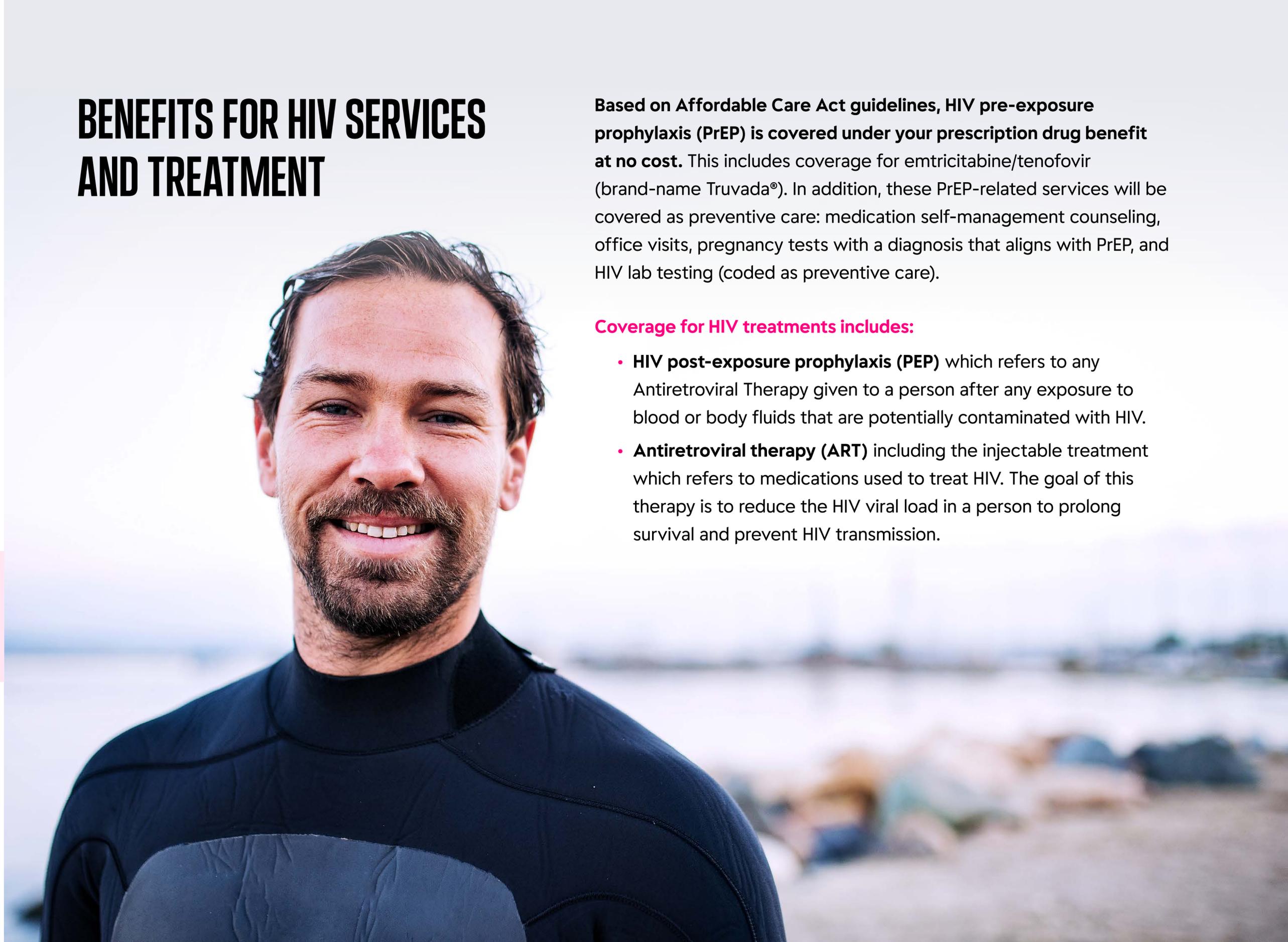
Your EAP

Teladoc Health

Based on Affordable Care Act guidelines, HIV pre-exposure prophylaxis (PrEP) is covered under your prescription drug benefit at no cost. This includes coverage for emtricitabine/tenofovir (brand-name Truvada®). In addition, these PrEP-related services will be covered as preventive care: medication self-management counseling, office visits, pregnancy tests with a diagnosis that aligns with PrEP, and HIV lab testing (coded as preventive care).

## Coverage for HIV treatments includes:

- **HIV post-exposure prophylaxis (PEP)** which refers to any Antiretroviral Therapy given to a person after any exposure to blood or body fluids that are potentially contaminated with HIV.
- **Antiretroviral therapy (ART)** including the injectable treatment which refers to medications used to treat HIV. The goal of this therapy is to reduce the HIV viral load in a person to prolong survival and prevent HIV transmission.



# BEHAVIORAL HEALTH RESOURCES

## Transgender-inclusive healthcare

### Support, guidance and information

Aetna Concierge

Transgender Support Center

Health Advocate

### Family formation benefits

Your Progyny benefits

Parental leave

### Benefits for HIV services and treatment

Your EAP

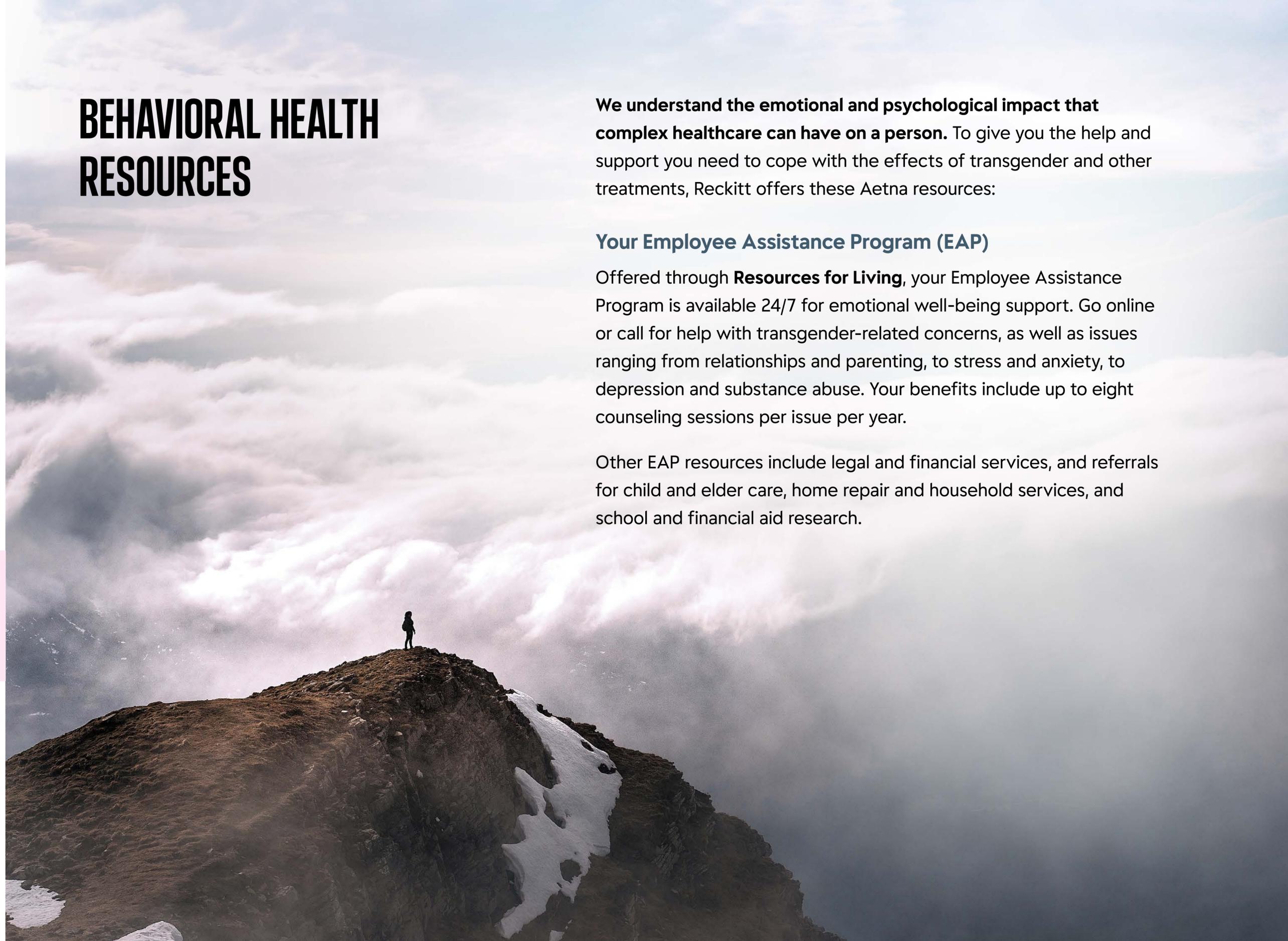
Teladoc Health

We understand the emotional and psychological impact that complex healthcare can have on a person. To give you the help and support you need to cope with the effects of transgender and other treatments, Reckitt offers these Aetna resources:

### Your Employee Assistance Program (EAP)

Offered through **Resources for Living**, your Employee Assistance Program is available 24/7 for emotional well-being support. Go online or call for help with transgender-related concerns, as well as issues ranging from relationships and parenting, to stress and anxiety, to depression and substance abuse. Your benefits include up to eight counseling sessions per issue per year.

Other EAP resources include legal and financial services, and referrals for child and elder care, home repair and household services, and school and financial aid research.



### **Transgender-inclusive healthcare**

### **Support, guidance and information**

Aetna Concierge

Transgender Support Center

Health Advocate

### **Family formation benefits**

Your Progyny benefits

Parental leave

### **Benefits for HIV services and treatment**

Your EAP

Teladoc Health

### **Teladoc Health**

Quick, convenient, and confidential access to counseling via phone or video. Access to Teladoc Health is available under your Aetna plan. Teladoc Health providers are psychiatrists, psychologists, therapists, counselors and social workers licensed in the U.S. to provide mental health care. They can help with anxiety and depression, grief and loss, eating disorders, family and parenting issues, and more.

To get started with Teladoc Health, register at [TeladocHealth.com/aetna](https://TeladocHealth.com/aetna) or call **855-835-2362**.

You can then log in to the site or call to schedule an appointment with a therapist.



# CONTACTS

## RECKITT BENEFITS SERVICE CENTER

**833-397-0549**

Monday–Friday

7 AM–7 PM CT

**[myrbbenefits.com](https://myrbbenefits.com)**

## AETNA CONCIERGE

**888-277-6054 (TTY: 711)**

Monday–Friday

8 AM–9 PM

**[Aetna.com](https://Aetna.com)**

## TRANSGENDER SUPPORT CENTER

**[Aetna.com](https://Aetna.com)** > Health & Wellness >

Transgender Support Center

## HEALTH ADVOCATE

**866-799-2731**

Monday–Friday

8 AM–10 PM

**[HealthAdvocate.com/Reckitt](https://HealthAdvocate.com/Reckitt)**

## PROGYNY

**866-879-9906**

## CVS CAREMARK

**800-966-5772 (TTY: 711)**

7 days a week

6 AM–10 PM CT

**[Caremark.com](https://Caremark.com)**

## RESOURCES FOR LIVING EMPLOYEE ASSISTANCE PROGRAM

**877-618-6637 (TTY: 711)**

**[resourcesforliving.com](https://resourcesforliving.com)**

username: RB

password: EAP

## TELADOC HEALTH

**855-835-2362**

**[TeladocHealth.com/aetna](https://TeladocHealth.com/aetna)**

This material is for information only. It is not an insurance contract. It does not take the place of the official plan documents. If there is a discrepancy between this document, the official summary of benefits, and summary plan descriptions, the official plan documents will govern. Providers are independent contractors and are not agents of Aetna. Provider participation may change without notice. Refer to [Aetna.com](https://Aetna.com) for more information about Aetna plans.