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LGBTQ+ Benefits Guide

LGBTQ+ Colleagues



Bayer has a strong commitment to ensure every employee has a right to be themselves in the workplace and to foster an inclusive and supportive environment for our LGBTQ+ employees.

Bayer understands the importance of providing comprehensive benefits that support the unique needs of our diverse workforce; as such, Bayer offers benefits and programs that are aligned with the Human Rights Campaign's Corporate Equality Index (CEI) criteria. Together, we strive to create a culture that celebrates individuality and prioritizes the health and well-being of every employee.

Family Planning and Legal Benefits

You are eligible for the **Adoption Assistance Program** and the **Surrogacy Reimbursement Program**, which may reimburse you up to \$7,500 for qualified expenses incurred in connection with the legal adoption of a child or up to \$10,000 for qualified expenses associated with a legal surrogacy arrangement. Additionally, Bayer provides **fertility treatment** coverage under the national medical plans with no diagnoses required. For more benefits details, go to the **U.S. Health and Welfare Benefits page** from BayerNet. You also have the option to enroll in the Group Legal Plan through MetLife Legal during annual enrollment. This benefit offers access to a national network of quality attorneys for legal services, including will and estate matters, document preparation, family law, (20) hours of Reproductive Assistance Law coverage, and much more.

Health Plan Coverage and Inclusive Care Services

You have the option to cover a same-sex spouse or domestic partner (and children) for the medical, dental and vision plans. Bayer's medical plans offer HIV treatment and prevention, such as self-treatment options, PrEP, PEP and ART. National medical plans take into account guidelines set forth by World Professional Association for Transgender Health (WPATH), offering transgender-inclusive healthcare including hormone replacement therapies, medical visits, lab services and reconstructive surgical procedures related to gender affirmation. Travel and lodging expenses are covered when there is no in-network provider within 100 miles. Inclusive care services including one-on-one gender affirmation surgery counseling, inclusive provider searches, behavioral health and educational support are offered through the National Aetna and Anthem plans. Prior authorization may apply for some medical and prescription drug benefits. For more information, go to the **U.S. Health and Welfare Benefits page** from BayerNet.

ADDITIONAL INFORMATION

For details on health benefits, services, treatments and the process for using those benefits (such as pre- authorization requirements), and information on the appeals process, if applicable, refer to your benefit carrier's Health Plan Booklet by searching the **U.S. Health and Welfare Benefits page** from BayerNet. For contact information regarding Bayer benefits and programs listed, refer to the **Bayer Benefits Directory**.

Child Care, Elder Care, Pet Care and Family Support

Whether you need last-minute backup childcare and/or adult/elder care, **Bright Horizons** can assist you in balancing the demands of life and work by offering a subsidy on ten (10) backup care days per calendar year. Or, you can substitute one (1) backup care day towards Pet Care or four (4) hours of virtual tutoring. For further childcare support, Bayer offers a 10% discount through **KinderCare**.

RethinkCare offers 24/7 access to step-by-step videos, resources, and exclusive content developed to help families in understanding, teaching and better communicating with children, including children with learning, social or behavioral challenges, and/or developmental disabilities. Rethink also offers twelve (12) free sessions, per year, with a dedicated parenting expert.

For more details on these benefits, go to **U.S. WorkLife** page from BayerNet.

Behavioral, Emotional and Mental Health Benefits

The Life Solutions Plan through Guidance Resources offers free, confidential counseling for serious issues or everyday challenges, tax and estate planning support, legal consultation and discounts, and unlimited work-life solutions with qualified referrals and resources. Call Life Solutions for immediate support at **1-888-327-4229** or log on to **www.guidanceresources.com** (Company ID: **WX9646H**).

Mental health benefits are provided through Bayer's medical plans. To find a provider, contact the number on the back of your medical ID card. Additionally, Bayer offers a **mental health treatment review** through **Teladoc's Expert Medical Services** to evaluate your current plan and provide physician and treatment recommendations. To reach **Teladoc Medical Experts**, visit **www.teladoc.com/bayer**, download the mobile app or call **1-800-Teladoc (1-800-835-2362)**.

B Well

The **B Well Well-being Program** at **bwell.limeade.com** brings together resources and activities to support your physical, financial, emotional, and work well-being goals. Through B Well, create a customized plan based on your personal Well-being Assessment, join colleagues in physical activity challenges or set personal goals focused

on nutrition, finances, sleep and more. B Well is available to direct Bayer employees and their covered spouse/domestic partner. To participate in B Well, go to **bwell.limeade.com**; for easy access and tracking, download the **Limeade One app** (Code: **bwell**).

Time Off, Parental Leave & Short-Term Disability

You may take time off for reasons beyond vacation, including birth, adoption, or placement of a child, bereavement leave, or to volunteer. Use your discretionary holidays for special events important to you and your family. Additionally, Bayer offers a total of ten (10) weeks for short-term disability for a birthing parent leave, regardless of the type of delivery and ten (10) weeks of paid parental leave. For more details, go to **U.S. WorkLife** page from BayerNet.

Life Insurance Coverage, Financial Planning

Bayer offers a variety of programs to protect you and your family's financial well-being, including Life and AD&D insurance. You can choose from different levels of additional coverage, including spouse/domestic partner life insurance, up to \$250,000. Through **Fidelity Financial Planning**, schedule a one-on-one consultation with a financial planner for free or log on to **benefits.bayer.us** to take your financial wellness assessment, register for a financial workshop, or utilize calculators and planning tools. To contact a licensed representative through Fidelity, call 1-800-603-4015.

BLEND Bayer Resource Group

BLEND is Bayer's business resource group (BRG) for LGBTQ+ colleagues and allies. Bayer fosters an inclusive, empathetic and empowering community that celebrates individual expression, and encourages and supports everyone to freely and authentically be themselves. Locate BLEND on the **Diversity, Equity & Inclusion SharePoint site** to learn more or get involved!