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Holistic Support



LGBTQ+ Supplemental Benefits Guide

Benefits Information:
[KDPTotalRewards.com](https://kdptotalrewards.com)

Here for You

Our employees are the heart and soul of KDP. We value creating an inclusive and diverse environment where employees can bring their authentic selves to work each day.

Our company commitment ensures that our benefits portfolio is inclusive for all employees. We offer tools and resources to take advantage of offerings to support each stage of life for our diverse workforce and their families.

Inclusive Benefits for All

It is our mission to cultivate a diverse workforce by providing a welcoming environment where LGBTQ+ employees can live as their authentic selves. Domestic partner benefits are offered regardless of sexual orientation or gender identity. Our benefits coverage helps meet the needs of all employees. We support all of our employees by committing to the following:

- Providing a safe and welcoming environment
- Maintaining open communication channels for employee feedback
- Breaking down barriers to accessing care
- Equipping Managers and Leaders with tools to reinforce benefits

This LGBTQ+ Benefits Guide is an important supplement to our benefits materials to further support our ongoing efforts for Diversity & Inclusion. The intent of this guide is to aid employees with the tools needed to navigate KDP policies and support a complex healthcare journey. Additionally, this guide outlines covered healthcare services and treatment options that are provided by the company as well as resources to clarify these offerings (when enrolled in the applicable benefit). Feel free to reach out to the contacts listed within the guide or the myHR team at myHR.kdrp.com.

Get Connected

We encourage all KDP employees to join an Employee Resource Group (ERG), where employee-led groups with shared characteristics or life experiences and Allies come together to form a community. KDP ERGs serve to advance the development of their members, promote cultural awareness, support the business and demonstrate our commitment to Diversity & Inclusion in the communities where we live and work.

Join the LGBTQ+ & Allies ERG today! Check out Diversity & Inclusion at the KDP Workplace Group for details. Check out the Employee Resource Groups in Workday for details and enrollment.

This guide covers:

- Gender-Affirming Healthcare
- Family Formation
- Medical and Mental Health Support
- Care Coordinator Benefit Advocates
- KDP myHR

This LGBTQ+ Benefits Guide is intended for KDP Non-Union employees. If you are a member of a Collective Bargaining Agreement (CBA), please consult your CBA for benefits details.



Gender-Affirming Healthcare Benefits

KDP offers coverage for gender-affirming benefits when enrolled in KDP's HDHP Basic, HDHP Core, PPO Standard or PPO Enhanced medical plan. Coverage for medical visits and laboratory services is inclusive for all plan members. California residents enrolled in Kaiser coverage, please see **page 7** for benefits information specific to your plan.

Health plan coverage includes, but is not limited to (when deemed medically necessary):

- Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast and genital procedures)
- Hair removal, such as electrolysis, laser treatment, etc.
- Tracheal shave/reduction
- Facial feminization surgeries
- Voice modification surgery and therapy
- Lipoplasty/filling for body masculinization or feminization
- Travel and lodging expenses (when covered procedures are not available within 100 miles)

Healthcare Services and Treatment Options

- Mental health benefits: Personalized mental health support for LGBTQ+ employees and household members.
 - Magellan Health Employee Assistance Program (EAP): Magellan can assist with individualized needs — connect instantly with a professional
 - Up to five free face-to-face or virtual sessions per person/per incident each year
 - HDHP Basic, HDHP Core, PPO Standard, PPO Enhanced medical plans
 - Inpatient and Outpatient coverage
- Pharmaceutical coverage: Prescription benefits include Gender Dysphoria Coverage when enrolled in one of our KDP medical plans (prior authorization may be required). Hormone replacement therapies are available through Express Scripts Rx.
- Disability benefits
 - Short-Term and Long-Term Disability
- Medical Leave of Absence
 - Family and Medical Leave Act (FMLA) and Personal Leaves when ineligible for FMLA

Family Formation

KDP recognizes that becoming a new parent is a major life event, and parenting is one of the most important roles in one's lifetime. KDP supports our employees as they grow their families with family-forming benefits to employees of varying backgrounds, including single parents, members of the LGBTQ+ community and more. Inclusive family benefits include donor-assisted reproduction, adoption, mental health services, emotional support for child loss and paid Parental Leave. We recognize that providing these benefits helps nurture overall happiness and well-being.

Infertility

Employees enrolled in one of KDP's medical plans (HDHP Basic, HDHP Core, PPO Standard, PPO Enhanced) are eligible for fertility benefits.

The plan does not require a medical diagnosis of infertility in order to access fertility treatment services, which ensures that members of the LGBTQ+ community and single parents by choice receive coverage.

Fertility is defined as care, services and supplies rendered for the evaluation and treatment of fertility, including drug therapy. Benefits include impregnation procedures, such as artificial insemination, in vitro fertilization, embryo and fetal implementation and gamete intrafallopian transfer.

Eligible expenses will be payable as shown in the Medical Schedule of Benefits. Surrogacy expenses are not eligible. The maximum lifetime benefit is \$75,000.

Adoption Assistance

KDP's Adoption Assistance policy provides a maximum benefit of \$30,000 for up to two children adopted at the same time. If adopting one child, the maximum benefit is \$15,000. Find full details on the policy in the myHR portal.

Leaves of Absence

KDP offers inclusive Leaves of Absence (LOA) and Disability policies to cover individualized health needs, including transition procedures and family formation. Visit the myHR portal for eligibility details.

FMLA

KDP provides leave pursuant to the Family and Medical Leave Act (FMLA), and other similar state and local leave laws, to ensure eligible employees have time to care for their own serious health condition or that of a parent, spouse or child and for other eligible reasons. KDP's FMLA policy provides details on the circumstances in which an employee may be eligible for FMLA leave. Find full details on the policy in the myHR portal.

Parental Leave

KDP's Paid Parental Leave Policy represents our commitment to families by providing assistance and support to employees of a newborn or newly adopted child(ren) by providing four weeks of paid time off at 100% of the employee's weekly pay. Paid time off is extended to eligible employees to care for and bond with a new child in the home and adjust to the responsibilities of being a parent to a new child.

Birth or adoption must occur on or after your date of hire. Paid Parental Leave runs concurrently with any federal- or state-protected leave laws, such as the FMLA or any other state-paid leave. Find full details on the policy in the myHR portal.

Short-Term Disability

Short-Term Disability is income protection that allows employees to take paid time away from work due to medical disabilities, including the birth of a child, which restricts the employee from working for a short period of time, up to six months. Find full details on the policy in the myHR portal.

Legal Services

You can elect legal insurance through ARAG for legal services that matter most to you. Network attorneys are available over the phone, virtually or in person when you face a legal matter. The plan pays 100% of the network attorney fees for most covered matters — which could lead to thousands in savings. Below are some of the covered services available to assist with family formation:

- Contested and Uncontested Adoption
- Domestic Partnership Agreement
- Estate Planning
- Name Change
- Hospital Visitation Authorization
- Egg/Sperm/Embryo Donation Agreement
- Surrogacy Agreement



What are the benefits of legal service?

- If you work with a network attorney, attorney fees are 100% paid in full for most covered matters.
- Save thousands on average for each legal matter.
- Access more than 14,000 attorneys within the ARAG's network with an average of 20 years of experience.
- Address your covered legal situations with a network attorney who is only a phone call away.
- Use DIY Docs® to create a variety of legally valid documents, including state-specific templates.

How does legal insurance work?

1. Call **800-247-4184** when you have a legal matter.
2. Customer Care will walk you through your options and help you get connected to attorneys.
3. Meet with your network attorney over the phone or in person to begin resolving your legal issue.

For more details and a complete list of what you plan covers, visit ARAGlegal.com/myinfo (Access code 18303kdp).



Medical and Mental Health Support

HIV Prevention/Treatment

KDP covers prescription medications designed for HIV Pre-Exposure Prophylaxis (PrEP), subject to reasonable medical management. Generic medications designed for HIV PrEP are covered without cost sharing.

Healthcare Services and Treatment Options:

- HIV Testing (including self-treatment options)
- PrEP, including the injectable treatment
- Post-exposure prophylaxis (PEP)
- Antiretroviral therapy (ART), including the injectable treatment

Members can fill prescriptions for PrEP medications at any pharmacy within your plan benefit.

With Express Scripts, KDP is driven to help our employees and dependents most effectively manage changes in the prescription drug environment. As part of the Patient Protection and Affordable Care Act (PPACA), KDP covers select FDA-approved drug products related to preventive health services for adults and children without having to pay a copayment or coinsurance, or meet a deductible.

Employee Assistance Program

KDP's Employee Assistance Program (EAP) through Magellan Health is a free resource designed to help manage your and your family's total health — mentally, emotionally and financially. Through the EAP, you have access to mental health assistance and legal and financial help from professionals, plus 24/7 support and five FREE counseling sessions per event/per person with a licensed professional. All services provided are confidential and will not be shared with Keurig Dr Pepper. You may access information, benefits, educational materials and more by phone at **800-327-4573** or online at member.magellanhealthcare.com.

Mindfulness and Meditation with Headspace

Through Headspace, you will have access to hundreds of guided exercises for meditation, sleep, focus and movement. Headspace offers content aimed at recognizing and honoring LGBTQ+ people at all stages of their experience. Get Headspace for free through Personify Health. Visit KDPWellness.com.



Care Coordinators

Here Throughout Your Healthcare Journey – Healthcare Support as Diverse as Our Employees

KDP believes that no one should have to go through the healthcare experience alone. We've partnered with Quantum Health, who are experts in this area, to provide you with expertise and empathy. Everyone deserves access to the proper care and support on their journey toward a happy, healthy life. At Quantum Health, you'll find an inclusive community of nurses, benefits experts and claims specialists, known as Care Coordinators, dedicated to helping you navigate your unique healthcare needs.

Whether you have questions about your benefits, billing, claims or wellness incentive activities, your Care Coordinators are here for you every step of the way. Your Care Coordinators are healthcare experts who provide the tools necessary to help you tackle the challenges you encounter through your healthcare journey. Our Care Coordinators can help with questions like these:

- What specific services are covered under my insurance?
- Where can I find an in-network pediatrician for my LGBTQ+ child?
- What is prior authorization, and how do I get it?
- What do I do to qualify for different treatments, and how do I confirm that I have satisfied all requirements?
- What can I do if my care provider has recommended a treatment that is not explicitly covered?
- Can you help me find a surgeon specializing in gender affirmation surgeries?

Connect with a Care Coordinator who can offer you the personalized guidance you deserve:

1. Call **888-983-8288**, Monday – Friday, 7:30 a.m. – 9:00 p.m. CT
2. Or download the Quantum Health app and connect via chat

For more information, please contact the Care Coordinators at **888-983-8288**.

For our California members enrolled in Kaiser medical coverage, Kaiser offers services and programs to support your needs throughout every stage of life.

Kaiser Permanente is deeply committed to providing equitable, compassionate and high-quality care for transgender members. Based on medical necessity for the treatment of gender dysphoria, coverage for fully insured plan members includes mental health therapy, hormone therapy, gender-affirming upper- and lower-body surgeries, tracheal shave and facial hair removal.

For complete details on Kaiser coverage, please call the number on the back of your medical ID card or visit kp.org/choosebetter.



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myHR

Your Single Source for News and Information

Be sure to use the myHR portal at myHR.kdrp.com to easily search for policies, guides and more.

The myHR Team is here to help. Click the "Email myHR Team" in the myHR portal to submit a help request.

Visit myHR.kdrp.com or call **866-KDP-MYHR (537-6947)**.

