

# Kimberly-Clark LGBTQ+ Benefits Guide

IN PARTNERSHIP WITH

 **Kimberly-Clark**



LGBTQ+ and Ally Network



## Benefits for the Whole You

At K-C, we value creating an affirming and inclusive environment where employees may bring their whole selves to work and thrive in the workplace. A critical aspect of this value proposition and company commitment is ensuring that our benefits package is inclusive and that employees have the tools and resources that are necessary for them to gain access to those critically important offerings.

This LGBTQ+ Benefits Guide is an important step in furthering our values of inclusion to support your overall financial, physical, and emotional wellbeing. Through this guide, learn more about:



The benefit basics, including K-C's Employee Assistance Program (EAP)



Transgender-inclusive health care



Family formation



HIV services and treatment options



K-C PRIDE LGBTQ+ Employee Resource Group (ERG)



# The Benefit Basics

## Medical & Prescription

K-C offers two medical plan options: the Consumer Driven Health Plan (CDHP) Blue with Health Savings Account (HSA) and CDHP Green with HSA. Both plan options offer access to Anthem's national network of doctors and CVS/caremark's network of pharmacies.

## Dental

Through Delta Dental, our dental insurance carrier, K-C provides dental coverage for eligible preventive/diagnostic, maintenance, and orthodontia services. Biannual preventive cleanings and checkups are covered at 100%.

## Vision

In partnership with EyeMed, access comprehensive vision coverage for routine eye exams, allowances for eyeglasses and contacts, and discounts for other eye care services.

## Disability

Short-term and basic long-term disability coverage is available at no cost to you, with short-term disability administered by Matrix and long-term disability administered by Met Life. Additional optional long-term disability coverage may be available for purchase during annual enrollment.

## Employee Assistance Program (EAP)

Access confidential assistance for a wide variety of everyday issues through K-C's EAP. SupportLinc administers the program, and it's offered free of charge to you and your dependents. Through SupportLinc, K-C's EAP offers up to 10 free, confidential visits per eligible family member (per issue) each year and is available 24/7.



### Learn more

Access **mykcbenefits.com** to learn more about all of K-C's benefits.



# Transgender-Inclusive Health Care Offerings

## Health Care Services/Treatment Options Available Through Anthem, CVS/caremark, & K-C's EAP

1. Pharmaceutical coverage (hormone replacement therapies, including puberty blockers for youth) (CVS/caremark)
2. Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures) (Anthem)
3. Travel and lodging reimbursement for covered services not available within 100 miles of a member's residence (Anthem)
4. Coverage for medical visits and laboratory services (Anthem)
5. Medical leave (through K-C's short-term disability plan)
6. Mental health benefits, either in-person or through virtual care (Anthem and EAP)

Additional benefits and procedures that may be covered under the Medical Plan, when deemed medically necessary:

1. Hair removal, such as electrolysis, laser treatment, etc. (not as a part of reconstructive surgery)
2. Hair removal required for reconstructive surgery
3. Wigs
4. Tracheal shave/reduction
5. Facial feminization surgeries
6. Voice modification surgery
7. Voice modification therapy
8. Lipoplasty/filling for body masculinization or feminization





## Family Formation

### Health Care Services/Treatment Options & Time Off

1. Adoption & Surrogacy Assistance – \$10,000 per child through K-C's Adoption & Surrogacy reimbursement program administered by Fidelity
2. Infertility treatment coverage (medical and prescription) – Available through Anthem and CVS/caremark
3. In-vitro fertilization – Available through Anthem and CVS/caremark
4. Parental Leave – Seven weeks of paid time off (taken within a year of birth or adoption), administered by Matrix, in addition to K-C's short-term disability benefit. Parental leave can be taken in one continuous block of time or intermittently, in one calendar week increments, to give parents more flexibility.



## HIV Services & Treatment

### Health Care Services/Treatment Options Available through Anthem & CVS/caremark

1. HIV testing, including self-treatment options
2. Pre-exposure prophylaxis (PrEP), including the injectable treatment
3. Post-exposure prophylaxis (PEP)
4. Antiretroviral therapy (ART), including the injectable treatment

## Kimberly-Clark's LGBTQ+ Employee Resource Group (ERG): K-C PRIDE

At K-C, we want all employees to thrive. That's why we have an employee resource group for LGBTQ+ employees and allies: K-C PRIDE. This group supports our corporate commitment to value inclusion, equity, and diversity by:

- providing support for LGBTQ+ employees in the workplace
- educating all employees on LGBTQ+ issues
- recognizing the role of all employees in fulfilling the strategic goals of the corporation
- helping to shape LGBTQ+ workplace and community equality issues



### Learn More

For more information about K-C PRIDE ERG, email [NA.PRIDE@kcc.com](mailto:NA.PRIDE@kcc.com).