

LGBTQIA+ Inclusive Benefits

At Waters, our work helps to improve human health and well-being. Through our employee benefits programs, we aim to enhance employee health and well-being. We are proud to encourage inclusivity and offer support to help employees thrive.

This Guide provides an overview of the high-quality benefits and programs that support our LGBTQIA+ employees and their loved ones. We respect and accept employees' sexual orientation, gender identity, and gender expression. We celebrate differences and new ideas to help us to solve problems that matter by harnessing the totality of the perspectives, beliefs, and backgrounds of all our employees.

ELIGIBLE DEPENDENTS



Waters medical, dental, vision, life, and AD&D insurance programs allow for employees to cover their domestic partners and civil union partners (and their children, providing the domestic partner/civil union partner is also covered under that benefit). By law, there are tax consequences for enrolling domestic partners.



Employee Resource Groups (ERGs)

Waters Employee Resource Groups (ERGs) foster a diverse and inclusive culture through awareness, education, and employee connection. ERGs celebrate various identities by offering opportunities for employees to learn about themselves and others, through Employee Circles and Employee Hubs.

Employee Circles

Enterprise-wide affinity spaces created for specific identities to provide networking, collaboration, and learning. All employees are welcome to participate in any of the following Employee Circles however they feel comfortable—by attending celebratory events, actively participating, or by simply supporting and allying with colleagues:

- Disability at Waters (employees with disabilities and allies)
- People of Color at Waters (POC and allies)
- Pride at Waters (LGBTQIA+ community and allies)
- Women at Waters (women and allies)
- Veterans at Waters (veterans, military spouses, children, and allies)

Employee Hubs

Groups that take a focused, local approach to building inclusion, connecting with local DEI initiatives and engaging employees in opportunities for learning. Any employee can join any of these Hubs to be part of the focused initiatives and employee engagement:

- Americas Hub
- APAC Hub: Australia, India, Japan, Korea, Malaysia, Singapore
- Brasov Hub
- China Hub
- Europe Hub
- Wexford Hub
- Wilmslow Hub

Waters ERGs are our Employee Circles and Hubs—local and global opportunities for employees to learn from one another. All are encouraged to contribute to initiatives and activities that will continue building a culture of respect, value, and learning.

Visit [Inside Waters](#) to learn more.

Emotional Well-Being Programs

Employee Assistance Program (EAP)

The Waters EAP supports your emotional and mental well-being in a number of ways:

- **Free, confidential counseling**—Professional counselors can help resolve personal, family, or job-related issues. These services are 100% confidential, and available to you and your family, including dependent children, and your spouse or a partner. You can reach a counselor by phone (24/7) or in-person by appointment
- **Mental health support**—Online resources for stress, anxiety, depression management, and more
- **Wellness resources**—Sleep, nutrition, meditation, mindfulness, and more
- **Community resources and support**—Call an EAP counselor, or go online to connect with resources including LGBTQ+ support

Log onto my.compeap.com/o/wtc or call **800-344-1011**.

Aetna Behavioral Health Programs

When it comes to behavioral health, we've got you covered. If you're enrolled in one of our medical plans, access the mental health provider network and partners like AbleTo virtual therapy at aetna.com or through the Aetna Health app.

MORE SUPPORT FOR YOUR EMOTIONAL WELL-BEING

- **ReThinkCare mindfulness programs**—Mindfulness, meditation, emotional intelligence, resiliency, yoga, and more at WatersWellnessNow.com
- **Wellness coaching**—Digital and live coaches at WatersWellnessNow.com
- **On-demand webinars**—Topics include "Mental Health in the Workplace" at [Inside Waters](#), Total Rewards

SUPPORTING YOUR CHARACTER STRENGTH



Employee Assistance Program

Learn about and thrive from your strengths and positive characteristics with digital and live coaching resources at my.compeap.com/o/wtc or **800-344-1011**



On-demand Well-Being Webinars on Inside Waters

Sessions include "Self-care and Resilience—Bouncing Back from Life's Challenges" at [Inside Waters](#), Human Resources—Total Rewards



Virtual Social Groups

Join a Social Group to connect virtually with others on WatersWellnessNow.com

Medical Benefits That Support You

We recognize that certain benefits may be important to you. All of the Waters medical plans provide the following coverage:

Gender reassignment surgery, counseling, and hormone therapy	<ul style="list-style-type: none">• Office visit (pre-operative and post-operative)• Inpatient facility or outpatient facility• Hormone therapy• Travel and lodging expenses• Gender reassignment counseling (by a behavioral health provider) and medically necessary surgery• Hair removal required for reconstructive surgery
Infertility coverage	<ul style="list-style-type: none">• No infertility diagnosis required• No requirement of 1 + year of attempted natural conception• No age limit requirement• Advanced reproductive technology (ART)• Cryopreservation• Storage of frozen eggs and sperm, up to plan limits• Artificial insemination, in-vitro fertilization, GIFT, ZIFT, etc.
HIV testing and treatment	<p>HIV testing is covered in addition to self-treatment. Other covered treatments are:</p> <ul style="list-style-type: none">• Pre-exposure prophylaxis (PrEP) including the injectable treatment• Post-exposure prophylaxis (PEP)• Antiretroviral therapy (ART) including the injectable treatment
Preventive care services and screenings	<p>It's important to schedule regular preventive care, like:</p> <ul style="list-style-type: none">• Cervical and breast cancer screenings• Prostate cancer screenings• Colon cancer screenings• Mental health screenings• Gynecology, maternity/obstetrics• Other tests and vaccinations based on individual needs

*This is an overview of certain coverage offered under Waters' medical plans. For more details about coverage and limitations, please contact Aetna at **855-643-6143**.*



Telehealth

It can be reassuring to meet with providers easily from your home, or phone. If you're enrolled in our medical plan, you have virtual access to healthcare providers anywhere, anytime. You can also be sure you feel comfortable and confident with the provider you choose, through www.Teladoc.com/Aetna or the Aetna Health app.



ON-SITE HEALTH CLINIC

The Waters health clinic ("The Health Hub") in Milford has a full-time nurse practitioner available on-site every day for health care issues, questions, or as an extra resource or sounding board. You can receive confidential, expert, independent advice from this convenient health care resource. Telehealth appointments with this nurse practitioner are available, too, for employees in Massachusetts.

IMPORTANT

If your spouse or domestic partner is employed and is offered medical coverage through their employer and you choose to cover your spouse or domestic partner on your Waters medical plan, you will be charged a surcharge of \$650 for a full year.

Adoption Benefits

Waters supports you and your growing family, with up to a 50% reimbursement for qualified adoption expenses. You can receive up to a \$2,500 reimbursement for each adoption, with a lifetime maximum of \$5,000.

Taking Leave

Waters offers several kinds of leave that provide needed time away from work, depending on your situation.

Leave for Parents

Two weeks of paid parental leave is offered to bond with your child up to 12 months after the child's birth, adoption, or permanent placement—including surrogacy or foster placement. You need to take this leave in full-day increments, but it does not need to be used in consecutive days. The two-week benefit is pro-rated for eligible part-time employees. For birth parents, this is in addition to any Short-Term Disability (STD) benefits you may receive, which is up to 180 days.

In addition, you may be eligible for bonding leave through Massachusetts Paid Family and Medical Leave (MAPFML) or other state leave programs. You may also take unpaid job protected leave of up to 12 weeks under the Family Medical Leave Act (FMLA) leave.

Medical Leave

Under the Short-Term Disability (STD) Plan, up to 180 days of leave is available for eligible employees if you cannot work due to illness or injury. Benefits are available for gender reassignment surgery. In addition, other state leaves may apply and will be determined at that time.

Financial Wellness

Waters programs can enhance your financial well-being—an important part of your total well-being.

Financial Planning and Education

Through our 401(k) administrator, Fidelity,[®] you have access to retirement planning, education, and support as well help with developing an investment strategy, income protection, and estate planning at **800-835-5095**.

And through the EAP, you can receive financial and legal referrals.

College Tuition Benefit

If you participate in the Waters 401(k) Plan, you can earn Tuition Rewards that can be used to pay for up to one year of tuition (spread out over all four years) at over 400 private Colleges and Universities for a child in your life. Simply sign up for the program, and you will receive an annual points match on your balance at the end of each year to be used toward college tuition.

Beneficiaries

For your 401(k) and life insurance policies, you can designate the beneficiary of your choice.



Other Benefits

- [Waters.Care.com](https://www.waterscare.com)—The leading network for care for kids, adults, pets and home, as well as emergency backup care.
- [Waters.benefithub.com](https://www.watersbenefithub.com) or the **BenefitHub App**—Access to Save the Milk™ breast milk shipping kits, along with many discount offerings. Enter Waters Referral Code **MYZ3S2**.

Our diverse set of employees helps us thrive as a company, and Waters reinforces our support of this diversity through our policies and programs.

For additional information or if you have questions, please email usbenefits@waters.com.