

\* Be proactive about your foot care. Make sure you're wearing the right shoes for your foot type and getting the right kind of orthotics for your feet.

We want to make sure our employees are taken care of, so take advantage of the foot care services available through Northwind Standard. With this plan, you can rest assured that you'll be covered for all of your foot care needs.

### Gender Affirming Care

#### COVERED SERVICES - Gender Affirming Care

At Contoso, we understand that gender identity is an important part of who we are and that it should be respected and supported. We are proud to offer coverage through Northwind Standard for gender affirming care services.

Gender affirming care services can include a variety of treatments and services related to gender transition. These services may include hormone therapy, gender affirming surgeries, and mental health care related to gender transition.

#### Hormone Therapy

Hormone therapy is a type of gender affirming treatment that can be used to help an individual align their physical characteristics with their gender identity. This type of therapy involves taking hormones that are typically associated with a certain gender to help the individual's body better reflect their gender identity.

#### Gender Affirming Surgery

Gender affirming surgery is a type of treatment that involves surgical procedures to help an individual transition to the gender they identify with.

#### Mental Health Care

Mental health care related to gender transition can include counseling and therapy services to help an individual through their transition process. This type of care can help provide individuals with the support they need to make their transition successful.

#### Exceptions

Northwind Standard does have some exceptions when it comes to gender affirming care. This plan does not cover fertility services, such as egg and sperm banking, or gender affirming treatments for minors.

#### Tips

If you are considering gender affirming care, it is important to talk to your doctor to discuss the best treatment plan for you. Additionally, it is important to remember that gender affirming care is a complex process, and it is important to be patient and kind to yourself