



When you work at ArentFox Schiff LLP, you are part of a collaborative, inclusive and inspiring culture – with opportunities to contribute, grow and be your best self. **We believe that all of this makes ArentFox Schiff a great place to be and are thrilled to offer benefits that support our LGBTQ+ community!**

This LGBTQ+ Guide is an important step in illustrating our values of inclusion in the healthcare space within our firm. Below is a high-level overview of various health, well-being and family building benefits available to eligible individuals and dependents, as applicable. Dependents include spouses, domestic partners and children (including those of a domestic partner) under age 26.

Live *healthy*



Medical

You are eligible if you are regularly scheduled to work 30 or more hours per week. You may cover yourself and your dependents.

Transgender-Inclusive Healthcare

ArentFox Schiff is proud to offer transgender-inclusive healthcare coverage for the diagnosis of gender dysphoria under our medical plans. Gender affirming services are available when determined medically necessary based on the clinical guidelines set forth by the World Professional Association of Transgender Health (WPATH) Standards of Care.

Services covered under ArentFox Schiff's medical plans include:

- Hormone therapy
- Puberty suppression
- Gender affirming surgery
- Body feminization or masculinization surgeries, if deemed medically necessary based on the clinical situation of the patient's condition
- Mental health care

For more information, refer to the Gender Reassignment Services section of the ArentFox Schiff LLP medical benefits booklet and the CareFirst Blue Cross Blue Shield Medical Policy for Transgender Services, available at <https://arentfox.sharepoint.com/sites/BenefitsAndRetirement>.

Please contact CareFirst Blue Cross Blue Shield at 866.773.2884 before obtaining any gender affirming services to confirm coverage and ask about the need for prior authorization related to health care.

HIV Prevention, Care and Pharmacy Benefits

Our medical plans also provide coverage for HIV prevention, care and pharmacy benefits, including:

- HIV testing
- Pre-Exposure Prophylaxis (PrEP) - a preventive drug, such as Descovy, is covered at 100% with no deductible or co-pay
- Post-Exposure Prophylaxis (PEP)
- Antiretroviral therapy (ART)

Contact CVS Caremark at 800.241.3371, the pharmacy benefit manager, with questions about medications and services. A copy of the most recent drug formulary is available at

<https://arentfox.sharepoint.com/sites/BenefitsAndRetirement>.

Family Planning Benefits

Covered services under the ArentFox Schiff medical plans include:

- Artificial and intrauterine insemination
- In-vitro fertilization procedures
- Family planning services, including contraceptive counseling
- Fertility drugs or agents

For more information, refer to the medical benefits booklet available on our BenefitsAndRetirement site.



Dental

You are eligible if you are regularly scheduled to work 20 or more hours per week. You may cover yourself and your dependents.

We offer the choice of two dental plans – a Basic plan or a PPO – both of which provide benefits in-network and out-of-network. Coverage is provided through MetLife.

Copies of the dental benefits summaries are available on the BenefitsAndRetirement site. To contact MetLife, call 800.942.0854 or visit www.metlife.com/mybenefits.



Vision

You are eligible if you are regularly scheduled to work 30 or more hours per week. You may cover yourself and your dependents.

Vision coverage is available through VSP for routine eye care, including eye exams, frames and contact lenses.

A copy of the vision benefits summary is available on the BenefitsAndRetirement site. To contact VSP, call 800.877.7195 or visit www.vsp.com.



Fertility and Parenting Support

If you are enrolled in a Firm medical plan, you have access to Ovia Health which provides personalized LGBTQ+ support throughout your journey to parenthood. This includes unlimited, inclusive support with an Ovia coach, adoption resources, surrogacy support, personalized contact based on your goals, parental well-being and mental health support.

Ovia Parenting supports single parents, co-parents and multiple caregivers with shared accounts so everyone can stay involved.

To explore Ovia Health, log in to your CareFirst WellBeing account (or create one at www.carefirst.com/wellbeing) and download the Ovia Fertility and Parenting apps.



Surrogacy and Adoption Reimbursement

You are eligible if you are an employee regularly scheduled to work 30 or more hours per week or are an Income Partner with at least 80% commitment level.

We recognize that families are built in many ways. That's why we support eligible individuals in building a family by offering both adoption and surrogacy reimbursement programs. These programs provide financial assistance of eligible reimbursable expenses of:

- Up to \$25,000 (\$50,000 lifetime max) for adoption and surrogacy assistance; after 180 days of service

See the Leaves of Absence page on the BenefitsAndRetirement site at <https://arentfox.sharepoint.com/sites/BenefitsAndRetirement> for more information.



Leaves of Absence

The Firm offers employees who work at least 30 hours per week a number of firm-paid leaves. Qualifying events must occur after 180 days of service.

- Parental Leave – up to 12 weeks
- Adoption Leave – up to 8 weeks
- Surrogacy Leave – up to 8 weeks
- Short-Term Disability (Medical) Leave – up to 12 weeks after a 7-day waiting period

New parents who give birth, adopt or have a child through surrogacy receive up to a total of 20 weeks of paid leave!

You also may be eligible for federal, state or jurisdictional family and medical leave. Certain states or jurisdictions allow eligible employees to take time off for medical and family reasons.

Visit <https://arentfox.sharepoint.com/sites/BenefitsAndRetirement> for more information.



Wellbeing and Work-Life Resources

Supportlinc

Supportlinc offers emotional wellbeing and work-life balance resources to keep you and your family – including your spouse, domestic partner and your children – at their best.

Register at www.supportlinc.com; via the mobile app; or, by calling 1-888-881-5462. Use the group code: arentfoxschiff.

CareFirst WellBeing

If you are enrolled in a Firm medical plan, you have access to CareFirst WellBeing that connects you and your spouse, domestic partner or covered dependents over the age of 18 with tools and programs to manage every aspect of your well-being – from physical fitness and family relationships to stress management and financial health.

To get started, visit www.carefirst.com/wellbeing or download the CareFirst WellBeing mobile app.



Questions

If you have any questions regarding any of the information in this guide, please contact the benefits team at benefits@afslaw.com.

Or, you may contact the applicable insurer. Contact info is available at <https://arentfox.sharepoint.com/sites/BenefitsAndRetirement>.

About this Information

Note that benefits may be modified from time to time, at the discretion of ArentFox Schiff LLP. If there is any discrepancy between the descriptions of the program elements in this brochure and the official plan documents, the language of the official plan documents shall prevail as accurate. Eligibility for any benefit plan is determined by applicable plan documents and policies.