

## LGBTQ+ Friendly Benefits

Benefits	Details
<b>Domestic Partner Coverage</b>	<p><b>Domestic Partners</b> are eligible to enroll in the Health &amp; Welfare Benefit plans offered to Ferrara employees and their dependents, including Medical, Dental, Vision, and Voluntary buy-up Spouse/Domestic Partner Life Insurance. For detailed information on how to enroll a Domestic Partner, as well as taxation of benefits, please review the <a href="#">Ferrara Domestic Partner Coverage Important Information flyer</a>.</p>
<b>Maven Fertility &amp; Family Benefits</b>	<p>Ferrara offers employees free coverage under the <a href="#">Maven Fertility &amp; Family Benefits</a>. These programs include Fertility &amp; Family Forming Benefits, which allow employees to receive personalized, holistic support on their path toward parenthood, including through fertility treatments (IUI, IVF, egg freezing), adoption, and surrogacy. The programs offer unlimited virtual care with a team of specialists in the areas of infertility, surrogacy, adoption, and mental health. The benefit also includes <b>Maven Wallet</b>: \$15,000 (lifetime) reimbursement for eligible out-of-pocket costs related to adoption, surrogacy, and infertility treatments (if these treatments are not covered through a medical insurance policy). Additional programs also exist for Maternity Care, Parenting &amp; Pediatrics, and Menopause – connecting employees to free, unlimited virtual care with specialists in these areas.</p>
<b>Benefits for Transitioning</b>	<p>Benefits to support employees who are transitioning are covered under Ferrara’s <b>Medical Plans through Blue Cross Blue Shield (BCBS) and Kaiser Permanente (KP)</b>. Per BCBS and KP Medical Policies, as with any condition, treatments will not be covered unless they are deemed to be medically necessary, and certain treatments are covered differently for children vs. adults. Medical necessity generally is based on a person’s diagnosis of gender dysphoria along with a referral from the individual’s qualified mental health provider. For further details, please reach out to BCBS Customer Service at 800-828-3116, KP Customer Service at 800-464-4000, or the Ferrara Benefits Team at <a href="mailto:TotalRewards@ferrara.com">TotalRewards@ferrara.com</a>.</p>
<b>Parental Leave</b>	<p>Ferrara is committed to providing a supportive environment to new parents. To help enable our employees to care for and bond with their newborn, newly adopted, or newly placed child, Ferrara offers ten weeks of <b>Paid Parental Leave</b> (in addition to any Paid Time Off and/or Short-Term Disability they may be eligible to receive). Additionally, to help ease with the transition back to work, new parents are given the opportunity to arrange a temporary flexible and/or part time arrangement for a period of time before returning to their former work schedule. For more information, please reach out to <a href="mailto:TotalRewards@ferrara.com">TotalRewards@ferrara.com</a>.</p>
<b>Emotional Wellness Benefits</b>	<p>Ferrara believes that it is important to provide support for employees’ emotional wellness. To that end, Ferrara offers several free benefit options to employees including:</p> <p>An <a href="#">Employee Assistance Program</a> (EAP) through SupportLinc – through SupportLinc, employees can receive eight free counseling sessions per year with network providers. Additional Mental Health coverage is also provided through the Medical Plan (normal coinsurance and deductible apply).</p> <p>Premium subscription to the <a href="#">Calm App</a> – designed to help employees manage stress, lower anxiety, improve focus, and experience more restful sleep. Whether employees utilize the app for 30 seconds or 30 minutes, Calm content is made to suit everyone’s schedule and needs.</p>
<b>Financial Wellness Benefits</b>	<p>Ferrara offers a <b>Financial Wellness Benefit Program</b>, in partnership with Creative Planning. This program provides employees with access to a range of financial advice and education services, including budget and debt management education, retirement and major purchase planning, and estate planning. Employees may also set up 1:1 sessions with a <a href="#">Financial Wellness Consultant</a> to receive advice on personal financial matters.</p> <p>Ferrara also offers a <b>401k Retirement Savings Benefit</b> through Empower, with a company match - employees contributing 6% or more will receive the full 5% match. Visit <a href="http://www.empowermyretirement.com">www.empowermyretirement.com</a> for more information.</p>
<b>Additional Benefits &amp; Information</b>	<p>There are many other benefits also available to Ferrara employees including Life, Disability, Accident, Critical Illness, Hospital Indemnity, Legal insurance, Pet insurance, Color Cancer Care, and more!</p> <p>Visit the <a href="#">Employee Benefit Resource Center</a> to find detailed information on all Ferrara benefits and vendors. Please direct benefit questions to your HR Business Partner or the Benefits Team at <a href="mailto:TotalRewards@ferrara.com">TotalRewards@ferrara.com</a>.</p>