

Health & Well-Being

Hello *me*

PRIDE: *Your LGBTQ+ Benefits Guide*

Walgreens



*“Equality means more than passing laws.
The struggle is really won in the hearts and minds
of the community, where it really counts.”*

— Barbara Gittings | Legacy Project Chicago

legacyprojectchicago.org/person/barbara-gittings



Our commitment to inclusion

Our commitment to creating more joyful lives through better health extends beyond our customer base. We're proud of our diverse and unique workforce and continuously strive to foster an affirming environment where you can bring your authentic self to work and thrive—personally and professionally.

An essential part of this commitment is a comprehensive and highly competitive suite of benefits specifically tailored to our growing LGBTQ+ community. This guide is a crucial step in furthering our values of inclusion.

Benefits for you and your family

In addition to the benefits outlined in this LGBTQ+ Guide, where eligible, Walgreens provides you and your family with all the standard comprehensive and flexible benefits designed to meet your needs in all stages of life, including, but not limited to, medical, dental, vision, life insurance, disability, paid time off, retirement savings plan (401(k)) and more.

Eligible dependents include:

- Your spouse or domestic partner (regardless of gender), including Civil Union Partners
- Your children until the end of the month in which they turn 26

As with all dependents, once enrolled, you'll be asked to verify your relationship. Depending on your relationship status, the Benefits Support Center will require a marriage license, affidavit of domestic partnership, income tax returns and/or birth certificates for your children.

If you have questions or want to learn more about the eligibility requirements, refer to the Walgreens Health and Welfare Plan Wrap Summary Plan Description (SPD) posted at www.BenefitsSupportCenter.com.



Refer to your online enrollment guide for details

This LGBTQ+ Benefits Guide is a supplement to your online enrollment guide. Please reference that document for additional information about your Walgreens benefits.

Comprehensive healthcare offerings, including transgender-inclusive, HIV and fertility services*

Transgender-inclusive comprehensive healthcare offering

Walgreens medical coverage includes services for transgender team members and dependents if deemed medically necessary and essential. Covered services may include:

- Mental health benefits
- Prescription drug coverage (including therapies such as hormone replacement and puberty blockers for youth)
- Coverage for medical visits and laboratory services
- Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast and genital procedures)
- Additional benefits and procedures may be covered as deemed medically necessary
- Short-term medical leave

Fertility: Medical and prescription drug benefits

- Medical lifetime maximum of \$50,000 and prescription drug lifetime maximum of \$15,000 for fertility benefits
- Medical diagnosis is not required
- There is no age requirement
- In vitro fertilization
- Non-in vitro fertilization
- Cryopreservation/fertility preservation services for situations beyond the “medical necessity” requirement

*The services described on this page are covered under the BCBSIL myVirtualCare Access Plan and the Copay and HSA medical options offered by Walgreens (“the Standard Plans”) through BCBSIL and UHC. If your coverage is offered through a regional carrier (HMSA, Dean / Prevea360 or Kaiser), please check with your carrier for coverage details.

HIV services and treatment

- HIV testing
- Pre-exposure prophylaxis (PrEP)
- Post-exposure prophylaxis (PEP)
- Antiretroviral therapy (ART), including injectable treatment



If you have questions or want to learn more about these medical benefits, contact your medical carrier’s Care Coordination program

Get help with claims, questions about proposed care and other possible options, information about **Centers of Excellence (COEs)**, and LGBTQ+ inclusive resources to help support your healthcare needs.

- **BCBSIL myVirtualCare AccessSM Plan option virtual PCP** (select on the Blue Element Mobile IL mobile app or at myBlueElementIL.com)
- **Blue Cross Blue Shield of Illinois (BCBSIL):** Visit www.bcbsil.com/walgreens or call **1.800.247.9207**
- **UnitedHealthcare (UHC):** Visit www.myuhc.com or call **1.844.859.5007**

Family forming adoption, surrogacy and paid parental leave programs

Walgreens recognizes that there are many paths to parenthood and provides several programs for eligible team members who want to grow their families.

- **Adoption and Surrogacy Reimbursement Program:** Walgreens offers the Adoption and Surrogacy Reimbursement Program* that reimburses each eligible team member up to \$10,000 per lifetime for eligible expenses related to using a surrogate to assist in carrying and giving birth to a child.

It also provides eligible team members with financial assistance of up to a lifetime maximum of \$10,000 toward qualified expenses related to an eligible adoption.

Note: The Adoption and Surrogacy Reimbursement Program is offered separately from the Walgreens medical plans. You don't have to be covered under a Walgreens medical plan option to receive these benefits.*

- **Paid parental leave:** Provides eligible team members with up to eight weeks of paid leave, at 100% of base pay, to bond with their newborn or newly adopted child under the age of 18. The program is available to mothers and fathers, biological or adoptive, as well as parents whose baby is carried via a surrogate.

If you have questions or want to learn more about the Adoption and Surrogacy Reimbursement Program, visit www.BenefitsSupportCenter.com or call the Benefits Support Center at 1.855.564.6153. Representatives are available from 8 a.m. to 5 p.m. Central time, Monday through Friday.

If you have questions or want to learn more about the Parental Leave Program, contact Sedgwick via WBA Worldwide and log in with your OneID and password. On the WBA Worldwide home page, click **Tools and Resources**, then **Time and Leaves**, then the **mySedgwick** portal link. You may also contact Sedgwick at Walgreensleaves@Sedgwick.com or at 1.877.872.0911.

*To be eligible for the Adoption and Surrogacy Reimbursement Program, you must be a Walgreens or WBA U.S.-based team member who is aligned to Walgreens employee benefit plans and programs. For additional eligibility details, review the Benefit Program Overview on the My HR Experience Portal or the Benefits Support Center.





Mental health and well-being benefits

We're working hard to reinforce a culture defined by empathy and compassion—one that encourages team members to raise issues and concerns, including those involving their own mental health.

That's why the company offers access to the Walgreens Life365 Employee Assistance Program (EAP). Life365 is available 24/7/365 at no cost to you or your eligible family members.*



Access to face-to-face and virtual care advocate visits, online well-being assessments, digital group support, self-help mental health videos, toolkits, articles, resources and concierge services. Life365 cares about the cultural needs and preferences of each participant. By inviting providers to share their

personal background and experience, such as language, religion, race, age, gender, LGBTQ+, military service and more, Life365 can tailor referrals more closely to the personal preferences of each individual participant. LGBTQ+ specific support includes: LGBTQ+ tip sheets on Mental Health Care for the LGBTQ+ Community; FAQs from Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Prospective Foster and Adoptive Parents; Celebrating Pride Month; Healthcare Coverage Options for Same-sex Couples; Sexual Orientation and Gender Identity Discrimination, and much more.

Access support whenever it's needed and wherever it's most convenient for you. Visit [walgreenslife365.com](https://www.walgreenslife365.com) or download the mobile app. Use the group code, **life365**, to create a personal profile. You can also call **1.855.777.0078** for support 24 hours a day, 7 days a week.

Life365 ensures no one will know you have accessed the program without your written permission except as required by law.

Note: Life365 is available more broadly to team members, regardless of health coverage eligibility or participation.

* Your eligible family members include those living in your home, as well as children living outside of your home up to age 26.

Financial well-being resources

In addition to the Walgreens Retirement Savings Plan, you can get help navigating the moments that matter most to you. Walgreens and Fidelity want you to feel confident and in control of your financial well-being.

- **Life events:** Navigate significant life events, like starting a family, planning for college, buying a home and more.
- **Walgreens Student Loan 401(k) Match Program:** Walgreens treats your monthly student loan payments as if they were 401(k) contributions to the Walgreens Retirement Savings Plan and matches them up to 4% of your eligible pay. (You are generally eligible for company matching contributions after one year and 1,000 hours of service.)
- **Student loan options:** Refinance your student loans through Credible, which offers competitive, personalized rates across lenders—you may be eligible to receive a special \$750 bonus.
- **Home buying:** HomeStory's exclusive real estate referral network helps you find the perfect home. Get matched with an experienced real estate agent in your area, and earn up to \$6,500 when you close on a house with that agent.
- **Fidelity 529 Savings Plan:** Learn more about a 529 plan: a flexible, tax-advantaged way to save and pay for your children's qualified education expenses.
- **Estate planning:** Protect your loved ones using the Estate Planner® with LegalZoom, a free online tool that simplifies the estate planning process.

If you have questions or want to learn more about these financial well-being resources, visit www.netbenefits.com/walgreens or call the Walgreens Retirement Savings and Investment Center at **1.833.422.9247**. Representatives are available from 7:30 a.m. to 7:30 p.m. Central time, Monday through Friday.

Walgreens Pride Alliance Business Resource Group (BRG)

The Pride Alliance BRG's mission is to be a voice for our LGBTQ+ team members, customers and communities across the globe, partner with our allies, and promote a supportive and inclusive environment by empowering everyone to bring their whole, authentic selves to work every day.

Value to the business

WBA Pride Alliance supports the business regarding all LGBTQ+ topics and initiatives. This is achieved by:

- Enabling participation in global Pride celebrations across the countries in which we operate, thereby promoting the inclusivity of WBA.
- Supporting all LGBTQ+ team members during their careers at WBA and providing a platform for LGBTQ+ topics to share with our allies.
- Enhancing brand reputation by promoting and celebrating LGBTQ+ history and individuals.
- Supporting the business in maintaining and growing brand equity by partnering with external charities and organizations to deliver key global activities.
- Supporting the business to strengthen its commercial offer with LGBTQ+ related products and services.

Pride initiatives and activities

- Host physical and virtual panels and celebrations during Pride Month at our campuses and across our global markets.
- Recommend policy/practice changes to foster greater workplace inclusion.
- Host information sessions to build awareness and/or promote acceptance, including educational programs around LGBTQ+ topics across the organization, such as HIV awareness.
- Build a sense of community with BRG members through a series of engagement sessions.

If you have questions or want to learn more, email wpride@walgreens.com.

Pride Alliance W Connect News Channel

The W Connect team member app is available to all U.S. team members. Get access to these great features:

- Valuable resources like paystubs, benefits and perks, all in one place.
- Real-time news and updates right where you are, tailored to you.
- Subscribe to the **W Connect Pride Alliance BRG News Channel** to stay informed about chapter events and engage with social media-style content.

If you have questions or want to learn more, download the app via the iOS or Android app store, and log in using your OneID and password. You will also need to enter your two-factor authentication “ping code.”

Important information

This information is intended to provide an overview of some of the benefit plans for which you may be eligible as a Walgreens team member. If any information in this guide conflicts with the official plan and program documents, those plans and documents will govern. Walgreens reserves the right to amend, modify or terminate these plans and programs at any time. This flier does not constitute a contract of employment.

Also, due to existing agreements and/or applicable legal requirements, team member benefits may vary and some of the information in this guide may not apply to you. If you have questions, contact your HR representative. You can also search for benefits information on the Benefits Support Center at www.BenefitsSupportCenter.com.

Certain union employee and other component groups may have differences in eligibility and/or benefits than described in this guide, based on collective bargaining agreement provisions or otherwise. Team members in these groups should log on to the Benefits Support Center at www.BenefitsSupportCenter.com for information about applicable eligibility and benefits.

Member of Walgreens Boots Alliance

