

# EVERY SNOWFLAKE IS UNIQUE

**Snowflake is dedicated to fostering a culture where you thrive.**

That's why we offer benefits that celebrate and support the needs of our LGBTQ+ employees, their families, and allies. Read on to learn about benefits and resources that support your whole self at work and home.

## LGBTQ+ AFFIRMING CARE

The Snowflake US Medical Plans (Cigna and Kaiser) ensure equitable access to quality care that honors the needs of Snowflake LGBTQ+ employees and their families.

### MEDICAL PLAN SERVICES

#### Cigna coverage includes:

- Hormone therapy
- Puberty blockers
- Gender-affirming lower and upper body surgeries
- Gender-affirming facial procedures
- Prescription benefits
- Mental well-being support

Cigna's [My Personal Champion](#) program is a specialized affirmation support team. This team of professionals will begin with a compassionate conversation to help identify goals and navigate the gender-affirmation journey. Connect with [My Personal Champion](#) by calling **(855) 699-8990** from 8 a.m. to 6 p.m. EST, Monday through Friday.

#### Kaiser coverage includes:

- Hormone therapy
- Puberty blockers
- Gender-affirming lower and upper body surgeries
- Gender-affirming facial procedures
- Prescription benefits
- Mental well-being support

Contact Kaiser Permanente at **(800) 464-400** or visit [kp.org](#) for full details about your Kaiser medical plan coverage.

For more information about any of these benefits, visit [snowflakebenefits.com](#) or reach out to your Benefits Advocate at **(925) 378-6485**.

## FAMILY FORMATION

There is no one-size-fits-all when forming a family. Snowflake supports the many paths to parenthood with various benefits and programs that provide guidance, resources, and financial assistance.

### KINDBODY

**Kindbody** provides thoughtful, personalized support to ensure that everyone seeking to grow their family understands their options and can make informed decisions to meet their family-forming goals. Through Kindbody's network of resources, LGBTQ+ couples and single parents will receive the information, guidance, and support to create a family uniquely. Get started today by visiting [kindbody.com](https://kindbody.com).

### MAVEN

**Maven** offers holistic, virtual support for anyone on a parenting journey. Services include adoption support, pregnancy, surrogacy support, breast milk shipping, and more. You will have access to a dedicated Care Advocate and over 20 specialties of family health providers. Membership is free for all Snowflakes and their partners. Click [here](#) for more information.

### ADOPTION AND SURROGACY

At Snowflake, we understand that every family grows differently. To support every employee's unique family-formation journey, Snowflakes may be eligible to reimburse qualified expenses up to \$10,000 per adoption or surrogacy. Employees may use this benefit up to a lifetime maximum of two times. For detailed information on this reimbursement program, refer to the [Snowflake US Adoption and Surrogacy Reimbursement Policy](#). Adoption, donor, surrogacy questions? Email [employeebenefits@kindbody.com](mailto:employeebenefits@kindbody.com).

## ACCESS TO MENTAL HEALTH RESOURCES

The unique challenges faced by the LGBTQ+ community have been associated with increased rates of mental health concerns. The following programs offer Snowflakes and their eligible family members meaningful and convenient access to mental health support services.

### LYRA

**Lyra** provides resources that directly support and uplift our LGBTQ+ employees, their family members, and allies. To honor and help you in whatever challenges you face, no matter how big or small, you can trust you'll find the professional, inclusive support you need when you reach out.

You can contact Lyra 24/7, 365 by phone at **(844) 927-0110**, or visit the [Lyra website](#) to get started.

## ADDITIONAL SUPPORT RESOURCES

In addition to the benefits and programs described, the following support resources are available should you or a loved one need them.

- The Lesbian, Gay, Bisexual, and Transgender National Hotline: **(888) 843-4564**
- National Suicide Prevention Lifeline: **(800) 273-8255** or dial **988**
- Crisis Text Line: Text START to **741-74**
- Trans Lifeline: **(877) 565-8860**

For more information about any of these benefits, visit [snowflakebenefits.com](https://snowflakebenefits.com) or reach out to your Benefits Advocate at **(925) 378-6485**.