

## LGBTQ+ Inclusion in Zebra's US Benefits Programming

As a company, we value creating an affirming and inclusive environment where employees may bring their whole selves to work and thrive in the workplace. A critical aspect of this value proposition and company commitment is ensuring that our healthcare offerings are inclusive and that employees have the tools and resources to access those important offerings. This document highlights our benefits and services for our LGBTQ+ employees and their dependents, which include same- and opposite-sex spouses and domestic partners.

*Please note that this document is not a guarantee that all services listed below will be rendered. Instead, this document captures the covered healthcare services and treatment options that are provided by the company as well as resources to clarify these offerings. Click on the links in the title headers for more information on who to contact if you have any questions about the services below.*

### [Medical Plan Benefits](#)

- **Gender-affirming benefits** including psychological services, surgeries, and prescription-related benefits. Covered services for children and adults include hormone therapy, reconstructive procedures, and other secondary sexual characteristic gender reassignment surgeries.
- **IVF treatment** up to 2 cycles per lifetime and includes procedures, testing, and prescription-related benefits.
- **HIV treatment and prevention** services including prescription-related benefits.
- **Reimbursement of eligible transportation and lodging expenses** for travel that is necessary to obtain any covered medical or mental health service from an in-network provider, for employees who do not have access to an in-network doctor or facility within 100 miles from their home.
- Review the medical plan booklets on the [Important Documents page](#) for more information on what is covered and not covered.

### [Employee Assistance Program](#)

- Free Employee Assistance Program (EAP) that gives all employees and their dependents access to live counselors as well as a wealth of mental wellbeing information through Telus Health.

### [Adoption Assistance](#)

- Zebra will reimburse up to \$5,000 of related expense for the adoption placement of a child.

### [Additional Considerations](#)

- Along with being able to cover same- and opposite-sex spouses and domestic partners on our health and welfare plans, you can also purchase additional voluntary life insurance for domestic partners.
- You can designate a domestic partner as your beneficiary for your life insurance and 401(k) plans.