

Free Breast Pump

Moms-to-be on Beck's medical plan are eligible to receive a free breast pump. To order, visit <https://aeroflowbreastpumps.com/>. Select insurance company "Unitedhealthcare", add your item to the cart and checkout.

Adoption Assistance Program

As a company who cares about their employees, we recognize that employees choose to build their families in many ways. In a move to support employees who are adoptive parents, we are pleased to offer Adoption Assistance to full-time employees who have worked for Beck at least one year.

Adoption benefits are available to eligible employees adopting a child under 18 years of age, with a reimbursement of up to \$5,000 for each child (maximum benefit of \$10,000). In addition to financial reimbursement, Beck provides 2 weeks paid leave to employees after the placement of their child. For more information, contact your Benefits Team.

Paid Family Leave

Family is important to Beck, and supporting the growing families of our people is why we offer paid family leave benefits. After the birth of a baby, mothers are eligible for 10 weeks of short-term disability leave (after 90 days of employment) and two weeks of paid family leave (12 weeks total), and partners are eligible for two weeks of paid family leave (can be used all at once or in one-week increments within three months of the baby's birth).

For details on Family Leave and other benefits and resources available to you, review the Beck Family Planning & Leave Guide on the Beck Portal under Departments > HR > BeWell Website > Health Benefits.

If you are based in Colorado, you may be required to apply for FMLI leave in addition to Beck leave, which would run concurrently with your Beck leave.

Please contact the Beck Benefits Team at BeWell@beckgroup.com for details.

Adding Baby to Insurance

If you plan to add your newborn to the Beck Health Plan, **you have 31 days from their birth date to do so.** Contact your Benefits Team, or review the Family Planning & Leave Guide, as soon as possible for enrollment details.

After the 31-day deadline passes, you are not able to add your baby to your insurance coverage until the next annual open enrollment period.

