Family Planning & Beyond

Beck's core value of caring includes supporting our people and their growing families. We hope these resources and benefits provide you with the support and care you need as your family grows. For more detailed information on these benefits and others, review Beck's Family Planning & Leave Guide.

MAVEN: SUPPORT DESIGNED FOR YOU AND YOUR FAMILY

No matter where you are on your reproductive and family health journey, Maven and Fertility Solutions Plus are here. Get free 24/7 virtual access to top-rated providers via video appointments, messaging, and classes — all from the comfort of your home — and clinical care from experienced fertility nurses. **Beck is pleased to offer all of Maven's support programs at no cost to employees and spouses enrolled in Beck's medical plan.**

Your membership includes:

- A personal Care Advocate who serves as a trusted guide to help you navigate the platform and connect you with providers.
- On-demand video chat and messaging with doctors, nurses, and coaches across 35+ specialties, including fertility, mental health, and pediatrics.
- Provider-led virtual classes and vetted articles — tailored to your journey.

Get personalized support for every step of your journey. You can enroll in Maven at any stage! To sign up and begin accessing these resources, visit: mavenclinic.com/join/getsupport.

Fertility & Family Building

You have unlimited access to an experienced fertility nurse who can provide information about treatment options and help find fertility centers of excellence to get care. Get financial and personal support for:

- Preconception
- Fertility preservation
- IUI & IVF
- Male fertility
- Mental health

Maternity & Newborn Care

Maven OB-GYNs can answer questions you have in between your in-person visits and help you navigate your symptoms. Maven pediatricians can answer questions about newborn weight, mystery rashes, and starting solids (and yes, they're available even at 2am!). Get support for things like:

- Pregnancy
- Birth planning
- Infant Sleep
- Lactation Consultants
- Return-to-work coaching
- Miscarriage & loss

Parenting & Pediatrics

Being a parent is the hardest and best job you will ever have. Maven pediatric specialists are here to support you! They can help with:

- Parent coaching
- Special needs support
- Childcare navigation
- Behavioral support
- 24/7 pediatric care and specialties

Menopause & Midlife Health

Menopause can bring on physical and mental health changes and challenges. Maven is here to help support you through your entire journey. You have free access to:

- 24/7 connection to specialists, including OB-GYNs, mental health specialists, urologists, nutritionists, career coaches, and more
- Gender-inclusive care, including prescription support and education for hormonal health (such as HRT and Low-T)
- Clinically-backed content and classes
- Communities to reduce isolation and empower you

FREE BREAST PUMP

Moms-to-be on Beck's medical plan are eligible to receive a free breast pump. To order, visit **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 an effort 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 of paid leave to employees after the placement of their child. For more information, contact the Beck Benefits Team.

PAID FAMILY LEAVE

Family is important to Beck, and supporting the growing families of our people is why we offer family leave benefits, paid at 100% of your salary. 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 5-day 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 FAMLI leave in addition to Beck leave, which would run concurrently with your Beck leave. For more information, please contact the Beck Benefits Team at **BeWell@beckgroup.com**.

Adding Baby to Insurance

If you plan to add your newborn to Beck's medical plan, **you have 31 days from their birth date to do so.** Contact the Beck 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.