

EVERY SNOWFLAKE FAMILY FORMS IN ITS OWN WAY

**There is no single path to parenthood and many paths
on the parenthood journey.**

Snowflake supports our working families with benefits that help you achieve your family goals. Read on to learn about the benefits and resources available to help Snowflakes navigate every step along the parenting journey.

FAMILY-FORMING YOUR WAY

KINDBODY

When you're planning to start or grow your family, [Kindbody](#) is here for you, providing personalized fertility services throughout the process – from preconception through postpartum.

Kindbody is available to all employees and their spouses or domestic partners who are currently enrolled in one of Snowflake's Cigna medical plans.

ADOPTION & SURROGACY

There's no one-size-fits-all when it comes to forming your family. Snowflake provides financial assistance to help cover the costs associated with [adoption and surrogacy](#) paths to parenthood. Eligible Snowflakes can request reimbursement of qualified expenses up to **\$10,000 per adoption or surrogacy** and may use this benefit up to a lifetime maximum of two times. For more details, please refer to the [Snowflake US Adoption and Surrogacy Reimbursement Policy](#).

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

THRIVING IN PARENTHOOD

MAVEN

Parenthood doesn't come with a manual, but [Maven](#) is your trusted guide for every stage of parenting. Maven membership includes access to virtual appointments with specialists, a designated care advocate, return-to-work coaching, and even breast milk shipping – at no cost to Snowflakes.

[Click here](#) to learn more and join today. You can also download the Maven Clinic app from the [App Store](#) or [Google Play](#) and get on-demand support and resources at your fingertips.

RETHINKCARE

Get free, 24/7 support to raise confident, emotionally balanced children with [RethinkCare's](#) new Parental Success solution. RethinkCare provides online workshops, exercises, and a library of resources to help parents learn to better understand, teach, and communicate with their child(ren).

Download the RethinkCare app on the [App Store](#) or [Google Play](#).

Questions?

Email snowflake@alliant.com or call **925-378-6485**.

CARE.COM

Parents are spinning a lot of plates! When you need a hand managing all you do for your families, you can count on [Care.com](#) for backup childcare, senior care, and even pet sitting. Snowflakes get a Care.com membership at no cost, giving busy parents access to the world's largest network of vetted, professional caretakers – whenever and wherever you need it.

Learn more and get connected with Care.com [here](#).

PRIORITIZE FAMILY TIME

PREGNANCY & PARENTAL LEAVE

Pregnancy and childbirth are unique experiences for every family. Snowflake offers up to 26 weeks paid leave for birthing parents and 12 weeks for non-birthing parents to allow time off for pregnancy and childbirth, and bonding with a new child whether through birth, adoption, or foster placement.

For additional information about maternity and parental leave, contact Larkin through [The Lift](#) leave request form.

BABY GIFT

We're thrilled to help you celebrate your newest arrival and we've prepared a special box of Snowflake baby goodies for just this occasion. To request your baby gift, visit [The Lift](#).

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