

NO TWO SNOWFLAKES ARE THE SAME

Snowflake is committed to cultivating an environment where everyone succeeds.

We know there's strength in diversity; that's why we offer benefits to help you thrive in your own unique ways.
Read on to learn more about the benefits and resources you can lean on to be your best self.

SUPPORTING YOUR WORKPLACE SUCCESS PROFESSIONAL NEURODIVERSITY PROGRAM

RethinkCare's [Professional Neurodiversity Program](#) provides expert-led training and 1:1 consultations to help understand neurodiverse thinking patterns and foster an inclusive, supportive workplace where differences are embraced and every individual is provided with the tools to succeed. RethinkCare's program offers comprehensive support for both managers and individuals.

This benefit includes convenient access to:

- Ongoing consultations with a neurodiversity expert to address specific challenges
- Workplace skills training to help improve focus, time management, and effective communication
- Leadership and manager trainings to cultivate an inclusive, supportive environment
- On-demand expert resources including how-to videos

The Professional Neurodiversity Program is available to all Snowflakes at no cost, and no enrollment is required.

To get started, visit connect.rethinkcare.com/sponsor/snowflake.

Have questions? Contact support@rethinkcare.com.

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

THRIVING AT HOME

PARENTAL SUCCESS

RethinkCare's Parental Success solution helps parents build and develop skills to raise happy, healthy, more resilient children. Learn to better understand, educate, and communicate with your children, including those with developmental disabilities such as autism, ADHD, and Down Syndrome, through 24/7 access to on-demand courses and one-on-one consultations with master- and doctoral-level behavior specialists.

Parental success support includes:

- 1:1 live and digital support with anytime access to Board Certified Behavior Analysts and thousands of video and audio trainings
- No diagnosis required to receive tailored, clinical expertise to assist your child with learning, social or behavioral challenges, or developmental disabilities
- Lasting results that help children succeed in school, interpersonal relationships, and future goals
- 115+ digital minicourses and 2,500+ sessions, tips, articles, and exercises for caregivers and children

Enroll today at rethinkbenefits.com/snow and use code: snow. Or download the RethinkCare app on the [App Store](#) or [Google Play](#).

MENTAL HEALTH RESOURCES

LYRA

We all face personal challenges from time to time. No matter what you might be struggling with, you can count on your Lyra benefit to get connected with a dedicated coach or therapist via live video or in-person care. You and your family members can also access online articles, self-care apps, self-assessment tools, and more.

Services are always confidential and at no cost to you.

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

VIRTUAL CARE

Cigna health plan members visit mdliveforcigna.com to connect with a board-certified doctor or licensed therapist anytime, anywhere.

Kaiser health plan members visit kp.org to access telehealth and virtual care services.

ADDITIONAL RESOURCES

In addition to the benefits and programs described, see the following neurodiversity resources to support, educate, and celebrate everyone who identifies as neurodiverse.

- [Neurodiversity as a Competitive Advantage](#)
- [25 Positive Affirmations That Uplift ADHD Brains](#)
- [Autistic Self Advocacy Network](#)
- [How to ADHD YouTube Channel](#)
- [ADHD in the Workplace](#)

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