

Genesco LGBTQ+ Benefits Guide



Genesco values an inclusive and supportive environment where employees bring their whole and authentic selves to the workplace. A critical aspect of this supportive environment is ensuring that Genesco's benefits are inclusive and provide the tools and resources that our employees need to thrive.

This LGBTQ+ Benefits Guide is a vehicle to confidentially identify healthcare treatment options, provide points of contact and aid in understanding benefits available for LGBTQ+ employees.

1. Family Building Benefits

The Family Building Benefit provides medical coverage and financial assistance to employees who are adding to their families in whatever way they choose. This benefit provides up to a lifetime maximum of \$20,000 in benefits for families with fertility issues, and those who are using adoption or surrogacy options.

Coverage is included for: Artificial Insemination, In Vitro Fertilization, Adoption*, Surrogacy* (*\$5,000 per child).

2. Family Support Leaves

Eligible employees can receive up to 4 weeks of leave parental leave pay following the placement of a child with an employee in connection with adoption or foster care placement. Eligible employees can also receive up to 6 weeks of maternity leave pay to recover after child birth.

3. Trans-gender inclusive healthcare

The medical plan covers surgical treatment for gender reassignment including physician and lab services, hormone replacement therapy, reconstructive surgical procedures and mental health services before and after treatment.

4. Domestic Partner Allowance

The Domestic Partner Allowance is for benefits-eligible (generally full time) employees with unmarried domestic partners. Because Genesco does not offer medical coverage for domestic partners, we have created an allowance for employees with same or opposite sex domestic partners who do not have access to medical coverage through their own employer and who must obtain coverage through other means, like the Marketplace. This program provides a monthly, taxable payment for those that qualify.

5. HIV Service and Treatment Options

Genesco pharmacy benefits include coverage for HIV treatment, pre-exposure (PrEP) and post-exposure (PEP).

6. Other supportive benefits

Genesco also offers wellbeing, emotional, financial and legal support through the Employee Assistance Program. Additionally, we offer healthcare travel and lodging when medically necessary healthcare services are not offered in your state or region.

Your contact for LGBTQ+ supportive benefits:

If you have questions about benefits that are available, or you have suggestions about benefits that need to be added, contact Cindy Dempsey, Director of Total Rewards at cdempsey@genesco.com or [615-367-7862](tel:615-367-7862).

Vendor Contacts:

 Healthcare 1-800-565-9140 www.bcbst.com/genesco	 Pharmacy 866-260-4646 www.caremark.com
 Employee Assistance 866-934-2588 genesco.mybeaconwellbeing.com	 Genesco Benefits 615-367-7852 benefits@genesco.com