

SoFi

LGBTQI Summary of Benefits

MEDICAL	CIGNA	Kaiser
	All services available to all eligible: * Employees * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners	All services available to all eligible: * Employees * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners
<i>Please refer to Cigna's and Kaiser's Evidence of Coverage for a detailed explanation of plan benefits and requirements.</i>		
Infertility Benefit		
	\$20,000 In Vitro Fertilization benefit available for OAP (formerly PPO) In-Network Only	50% Coinsurance. In Vitro Fertilization benefit not available
General Care and Services Available to Transgender/Gender Disphoria Members		
Office Visits	YES	YES
Pharmacy Visits	YES	YES
Inpatient Hospital Care	YES	YES
Mental Health Visits	YES	YES
Gender Conforming Lower-Body Surgeries (male to female and female to male)	YES	YES
Outpatient Care	YES	YES
Lab and Imaging Services	YES	YES
Mastectomy with Chest Reconstruction	YES	YES
Treatment for Medical Complications	YES	YES
Hormone Therapy Visits and Administration	YES	YES
Facial Hair Removal	YES	YES (1)
Pre and Post Operative Exams	YES	YES

(1) Facial Hair Removal is not covered in the state of Washington under the Kaiser plan

DELTA DENTAL	AMERITAS VISION	RELIANCE STD. VOLUNTARY LIFE
All services available to all eligible: * Employees * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners	All services available to all eligible: * Employees * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners	All services available to all eligible: * Employees * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners
<i>Please refer to Delta's, Ameritas', and Reliance's Evidence of Coverage for a detailed explanation of plan benefits and requirements.</i>		

Fed. & State Un-Paid & Paid Leave Laws	SoFi's 4 Week Parental Leave Policy
All State & Federal Leaves available to eligible Employees to care for: * Themselves * Spouses * Registered Domestic Partners * Children * Children of Registered Domestic Partners * Parents & Parents of Registered Domestic Partners * Grandchildren & Grandparents (in WA. and N. Y.) * Siblings (WA.)	SoFi's 4 week Parental Leave is available to all eligible Employees to care for: * Newborn, Adopted, or Fostered Children * Newborn, Adopted, or Fostered Children of Registered Domestic Partners

Maven Clinic Benefits	Cigna's and Reliance's EAP Benefits
Support services available to all eligible Employees, Spouses, and Registered Domestic Partners: * Egg Freezing * Fertility * Pregnancy * Postpartum * Partners * Adoption & Surrogacy * Early Pediatrics * Breast Milk Shipping * Return-To-Work	Support services available to all eligible Employees, Spouses, Registered Domestic Partners, Children, and Children of Registered Domestic Partners: * 24/7 unlimited on-line and phone consultations * In person counseling services * 3 face-to-face visits with a licensed professional * Financial Support * Substance Abuse * Depression, Stress, Anxiety * Legal Referrals * Child Care and Elder Care