

# 2023 LGBTQ+ BENEFITS GUIDE



Supporting the needs  
of all employees  
and their families.

At ITW, we know it takes all of us to reach our full potential. That's why we offer inclusive benefits and programs for all, including our LGBTQ+ employees and their families.

## Health and Wellness

### Domestic Partner Coverage

Your spouse or domestic partner (same sex or opposite sex) — and their children — are eligible for health and wellness benefits.

### Gender Affirming Care

We offer inclusive benefits coverage that supports employees and eligible dependents throughout their gender transition journey. Benefits include medical and prescription drug coverage related to transition services and mental health support and counseling. Contact a Blue Cross Blue Shield Benefits Value Advisor for a confidential review of coverage specific to your diagnosis or treatment plan.

**Blue Cross Blue Shield:**  
**1.800.325.0320** | [bcbsil.com/itw](https://bcbsil.com/itw)

**CVS Caremark:**  
**1.888.437.4926** | [caremark.com](https://caremark.com)

### Travel Expense Reimbursement

Eligible travel expenses are covered for any eligible in-network medical service not available within 100 miles of your home address if you're enrolled in an ITW medical plan. You'll be reimbursed up to IRS limits for lodging, transportation and companion travel.

**Blue Cross Blue Shield:**  
**1.800.325.0320** | [bcbsil.com/itw](https://bcbsil.com/itw)

### Life Assistance Program

This resource provides 24/7 free, confidential support for you and members of your household to help deal with challenges and resolve problems related to family, life and work.

**Magellan Health:**  
**1.800.424.4894** | [member.magellanhealthcare.com](https://member.magellanhealthcare.com)

# Growing Your Family

## Adoption Assistance

You can receive up to \$5,000 per adoption (\$6,000 for a special needs adoption) to reimburse the cost of eligible expenses that are directly related to the legal adoption of a child.

Log on to **ITW Employee Self-Service** at [ITWemployee.com](https://ITWemployee.com) and click on **Health and Life Overview** under the **My Benefits** drop-down for more information.

## Fertility Coverage

Our PPO and HealthSaver medical plans offer fertility coverage to help grow your family. The Blue Cross Blue Shield Assisted Reproductive Therapy (ART) program covers diagnosis and treatment, and CVS Caremark covers fertility prescription medications.

**Blue Cross Blue Shield:**  
**1.800.325.0320** | [bcbsil.com/itw](https://bcbsil.com/itw)

**CVS Caremark:**  
**1.888.437.4926** | [caremark.com](https://caremark.com)

## Parental Leave

We offer up to four weeks of paid Parental Leave for U.S. full-time, regular, non-union employees.

Log on to **ITW Employee Self-Service** at [ITWemployee.com](https://ITWemployee.com) and click on **Disability & Leaves** under **My Benefits > Health and Life** for more information.

# Other Support

## Disability Coverage

ITW pays the full cost of disability benefits to protect your income if you're away from work because of a qualified medical condition or injury. Generally available to regular, full-time ITW employees.

Log on to **ITW Employee Self-Service** at [ITWemployee.com](https://ITWemployee.com) and click on **Disability & Leaves** under **My Benefits > Health and Life** for more information.

## PRIDE Employee Resource Group

Pride at ITW is an employee resource group (ERG) that focuses on empowering LGBTQ+ colleagues and allies through building a sense of belonging and engagement while promoting shared respect and understanding of LGBTQ+ issues. This ERG was formed to expand ITW's commitment to diversity and inclusion and attract and retain the very best talent through career development and advancement, community advocacy, networking and fellowship.

**PRIDE ERG:**  
<https://itwconnect.sharepoint.com/sites/pride/SitePages/Welcome.aspx>

## Workplace Gender Transition Resources (U.S.)

We continue to foster an inclusive workplace through the ITW Gender Transition Guidelines, a resource for transitioning employees, their coworkers, managers and Human Resources that helps create awareness, share recommended practices and promotes inclusion among employees.

Log on to **ITW Employee Self-Service** at [ITWemployee.com](https://ITWemployee.com) and click on **My Career > Diversity and Inclusion > Gender Transition Resources (U.S.)** for more information.



For details about ITW benefits, go to [ITWemployee.com](https://ITWemployee.com) > **Learn About My Benefits** (no login or password required).