

LGBTQ+ BENEFITS GUIDE

A photograph of two women of diverse backgrounds smiling and holding up a large rainbow flag against a clear blue sky. The woman on the left has curly hair and wears glasses and a yellow shirt. The woman on the right has long dark hair and wears a red polka-dot shirt.

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 and Other Services

We offer inclusive benefits coverage that supports employees and eligible dependents. Benefits include medical and prescription drug coverage related to transition services, mental health support and counseling, and other treatment and prevention services. 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

CVS Caremark:
1.888.437.4926 | 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

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.

SupportLinc:
1.866.489.5462 | supportlinc.com/itw (group: itw)

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 [ITWemployee.com](https://www.itwemployee.com) and click on **My Benefits > Health and Life Overview** for more information.

Fertility and Surrogacy Coverage

Our PPO and HealthSaver medical plans offer fertility coverage to help grow your family. The Blue Cross Blue Shield (BCBS) Assisted Reproductive Therapy (ART) program covers diagnosis and treatment of infertility and includes up to four retrievals and two more after a live birth. Surrogacy benefits are also covered. CVS Caremark covers a lifetime maximum of up to \$20,000 for fertility prescription medications. Speak to a BCBS Benefits Value Advisor for details about covered procedures, costs and providers.

Blue Cross Blue Shield:
1.800.325.0320 | bcbsil.com/itw

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1.888.437.4926 | caremark.com

Paid Parental Leave (PPL)

ITW offers up to four weeks of PPL — 100% of your base pay — for U.S. full-time, regular, non-union employees who become a parent through biological birth, adoption (age 13 or younger) or surrogacy.

For more details and frequently asked questions, review the PPL Guide by logging on to [ITWemployee.com](https://www.itwemployee.com) and clicking on **My Benefits > Disability and Leaves**.

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 [ITWemployee.com](https://www.itwemployee.com) and click on **My Benefits > Disability & Leaves** 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:
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 promote inclusion among employees.

Log on to [ITWemployee.com](https://www.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 the Explore U.S. Benefits section of [ITWemployee.com](https://www.itwemployee.com) (no login or password required).