



your kindbody benefits guide

Fertility and family-building
benefits through Kindbody

sponsored by



standard
logistics

kindbody

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welcome to Kindbody

Kindbody and GAF believe that everyone should have access to high-quality and affordable fertility, family-building, and menopause care. That's why we have joined forces to make this a reality for GAF employees and their families.

Through your Kindbody benefit, you have access to fertility and family-building services like egg freezing, IVF, LGBTQ+ support, menopause support, and more. You also have access to virtual care, digital tools, and education to help you maneuver through your reproductive health stages, and a dedicated Care Navigation Team - available to guide you through your journey and give you peace of mind, every step of the way.



your Kindbody eligibility & coverage

Who is eligible for the Kindbody benefit?

GAF employees and spouses/domestic partners enrolled in a GAF-sponsored medical plan are eligible for the Kindbody fertility, family-building and menopause benefit.

Activate your benefit at <https://kindbody.com/activate> to opt-in (please see the “Activate Your Kindbody Benefit” section on page 11). Once activated, you will become a Kindbody member with access to all Kindbody services and the coverage listed below.

Coverage overview



Up to two (2) KindCycles for fertility treatment per lifetime¹

For members enrolled on a national plan (Aetna, Anthem, Cigna or United Healthcare):

- The first \$35k of fertility claims will go through the medical carrier;
- Fertility services will be subject to your medical plan’s deductible, copay, coinsurance and/or out-of-pocket maximum;
- If you are enrolled on a national HDHP (High Deductible Health Plan), after the \$35k and up to the lifetime maximum of two (2) KindCycles, Kindbody may impose a separate \$1,700 fertility services calendar year deductible;
- If you are denied coverage for fertility services under the medical plan (e.g., you have met the \$35k max in a previous calendar year, you do not have an infertility diagnosis, you are seeking elective cryopreservation, etc.), you will receive up to 2 full KindCycles directly through Kindbody

For members enrolled on a regional plan (Dean/Prevea360, Health Net, Kaiser, Med Mutual, Priority Health or UPMC):

- If you are enrolled on a non-HDHP (High Deductible Health Plan), you will not be subject to an additional cost share for fertility services
- If you are enrolled on a regional HDHP (High Deductible Health Plan), you will be subject to a \$1,700 fertility services only calendar year deductible that is separate from the deductible under the medical plan

Fertility Medications

- Fertility medications are dispensed through your medical plan’s pharmacy benefit manager. If you are enrolled on a national plan this is Express Scripts, Inc. (ESI). If you are enrolled on a regional plan, this is the carrier’s respective prescription management program.



Up to one (1) year of storage covered with applicable KindCycle



Reimbursement of up to \$2,000 per year for family-building travel assistance for those not available to obtain services within a 100 miles (no lifetime maximum)¹



Access to Kindbody's Menopause Support program offering specialty providers who will support women experiencing menopause; services include lifestyle assessment, hormone testing, and eight (8) virtual holistic health sessions

As a Kindbody member, you also receive access to exclusive Kindbody rates at Kindbody Signature Clinics for any non-covered Kindbody services, inclusive of any services utilized after benefits coverage is maxed out.

¹The family building travel assistance program is not available for Kaiser members. Kaiser members have a travel benefit available under the Kaiser medical plan.

how Kindbody coordinates with your plan

National Carriers: Aetna, Cigna, Anthem, UHC Plans

If you have one of our National Carriers, the Kindbody fertility benefit is integrated with your medical plan. This means that all KindCycles, including testing, are subject to your medical plans' medical deductible, co-insurance and out-of-pocket maximums.

Once you've reached your out-of-pocket maximum, in network treatments and medications will be covered in full with no additional cost to you up to the KindCycle maximum for your specific need (see page 15)

Example 1

You are enrolled as **Employee Only** or as a **Family** under the **Bronze High Deductible Health Plan with Health Savings Account (HSA)**. You have a deductible of \$3,400*, co-insurance responsibility of 25% and out-of-pocket max of \$6,400*

<u>Insurance Pays</u>	Example Cycle Cost		\$10,000	<u>You Pay</u>		
	<u>Deductible</u>					
	You Pay		\$3,400			
	Remaining Balance		\$6,600			
	<u>Coinsurance</u>			+		
	Insurance Pays					
	<u>Coinsurance</u>			=		
	You Pay					
\$4,950			75%	\$5,050		
			25%			

Note: The first \$35,000 of fertility claims will go through your medical carrier. If you are enrolled in a national high-deductible health plan, after you exhaust the \$35,000 and up to the 2 KindCycle lifetime maximum, you may be subject to a separate \$1,700 fertility services calendar-year deductible, required by the IRS which applies to all High Deductible Health Plans. *This example assumes you have not paid any previous deductible or out-of-pocket costs

Example 2

You are enrolled as **Employee Only** or as a **Family** under the **Bronze Plus PPO plan**. You have a deductible of \$2,300*, co-insurance responsibility of 30% and out-of-pocket max* of \$6,700

<u>Insurance Pays</u>	Example Cycle Cost		\$10,000	<u>You Pay</u>		
	<u>Deductible</u>					
	You Pay		\$2,300			
	Remaining Balance		\$7,700			
	<u>Coinsurance</u>			+		
	Insurance Pays					
	<u>Coinsurance</u>			=		
	You Pay					
\$5,390			70%	\$4,610		
			30%			

Note: The first \$35,000 of fertility claims will go through the medical carrier. *This example assumes you have not paid any deductible or out-of-pocket costs.

National Carriers: Aetna, Cigna, Anthem, UHC Plans

Example 3

You are enrolled as **Employee Only** under the **Silver High Deductible Health Plan with Health Savings Account (HSA)**. You have a deductible of \$1,700*, co-insurance responsibility of 25% and out-of-pocket max* of \$4,250

<u>Insurance Pays</u>	Example Cycle Cost		\$10,000	<u>You Pay</u>
	<u>Deductible</u> You Pay		\$1,700	\$1,700
	Remaining Balance		\$8,300	+
	<u>Coinsurance</u> Insurance Pays	<u>Coinsurance</u> You Pay		\$2,075
		75%	25%	=
\$6,225				\$3,775

Note: The first \$35,000 of fertility claims will go through your medical carrier. If you are enrolled in a national high-deductible health plan, after you exhaust the \$35,000 and up to the 2 KindCycle lifetime maximum, you may be subject to a separate \$1,700 fertility services calendar-year deductible, required by the IRS which applies to all High Deductible Health Plans.

*This example assumes you have not paid any previous deductible or out-of-pocket costs

Example 4

You are enrolled in **Family coverage on a Silver High Deductible Health Plan with Health Savings Account (HSA)**. You have a deductible of \$3,400*, co-insurance responsibility of 25% and out-of-pocket max* of \$8,500

<u>Insurance Pays</u>	Example Cycle Cost		\$10,000	<u>You Pay</u>
	<u>Deductible</u> You Pay		\$3,400	
	Remaining Balance		\$6,600	
	<u>Coinsurance</u> Insurance Pays	<u>Coinsurance</u> You Pay		
	75%	25%		
\$4,950				\$3,400
				+
				\$1,650
				=
				\$5,050

Note: The first \$35,000 of fertility claims will go through your medical carrier. If you are enrolled in a national high-deductible health plan, after you exhaust the \$35,000 and up to the 2 KindCycle lifetime maximum, you may be subject to a separate \$1,700 fertility services calendar-year deductible, required by the IRS which applies to all High Deductible Health Plans.

*This example assumes you have not paid any previous deductible or out-of-pocket costs

Example 5

You are enrolled as **Employee Only** or as a **Family** under the **Gold PPO plan**. You have a deductible of \$800*, co-insurance responsibility of 20% and out-of-pocket max* of \$3,600

<u>Insurance Pays</u>	Example Cycle Cost	\$10,000	<u>You Pay</u>
	<u>Deductible</u> You Pay	\$800	\$800
	Remaining Balance	\$9,200	+
	<u>Coinsurance</u> Insurance Pays	<u>Coinsurance</u> You Pay	\$1,840
			=
\$7,360	80%	20%	\$2,640

*This example assumes you have not paid any previous deductible or out-of-pocket costs

Regional Carriers: Dean/Prevea360, Health Net, Kaiser, Medical Mutual, Priority Health, UPMC Health Plan, Non Integrated Plans

The Kindbody fertility benefit is offered as a stand alone benefit for non-integrated plans, separate from the major medical plan, i.e. not integrated with the major medical plan. This means any fertility services deductibles, coinsurances or out-of-pocket-maximums (OOP) do not go towards the medical OOP maximums or deductible accumulators.

Example 6

You are enrolled in **Employee Only or Family Coverage on the Bronze or Silver High Deductible Option with HSA plan**. You have a deductible* of \$1,700. There is no co-insurance or out-of-pocket max responsibility

<u>Employer Subsidizes</u>	Example Cycle Cost		\$10,000
	<u>Deductible</u>		
	You Pay		\$1,700
	Remaining Balance		\$8,350
	Employer Subsidizes		
		You Pay	
	100%	0%	
\$8,300			

<u>You Pay</u>	
\$1,700	
+	
\$0	
=	
\$1,700	

Note: You may be subject to a separate \$1,700 fertility services calendar-year deductible, required by the IRS which applies to all High Deductible Health Plans.

*This example assumes you have not paid any deductible or out-of-pocket costs

Example 7

You are enrolled as **Employee Only** or as a **Family** under the **Bronze Plus or Gold PPO plan**. There is no deductible, co-insurance or out-of-pocket max responsibility

<u>Employer Subsidizes</u>	Example Cycle Cost		\$10,000
	<u>Deductible</u>		
	You Pay		\$0
	Remaining Balance		\$10,000
	Employer Subsidizes		
		You Pay	
	100%	0%	
\$10,000			

<u>You Pay</u>	
\$0	
+	
\$0	
=	
\$0	

activate your benefit

Your Kindbody portal

To verify your eligibility for the Kindbody benefit, activate your benefit at <https://kindbody.com/activate/>. You will need to input your **Kindbody Access Code: KINDFAMILY** and your **Unique ID**.

Your Unique ID is your employee ID. Your spouse/domestic partner's Unique ID is your employee ID + an 'S' at the end.

For example, if you are the employee, your Unique ID will be ABC999, and your spouse/domestic partner's Unique ID will be ABC999S.

1. Head to <https://kindbody.com/activate/>

kindbody

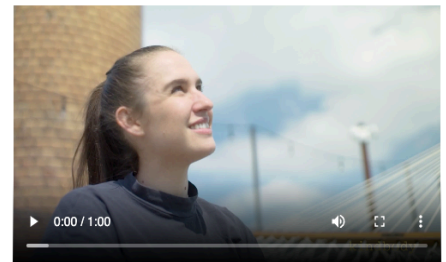
Your Kindbody Benefit

In partnership with your employer, Kindbody provides coverage on fertility & family-building services, pre- and postpartum support, and more.

Create your account to get started.

[Get started](#)

[Get help](#)



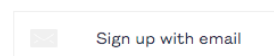
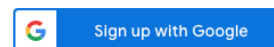
2. Create a Kindbody account with your email

**Does not need to be employer email*



Create Account

Create an account:



[Already have an account?](#)

activate your benefit

- Complete the required consent forms and provide applicable partner or insurance information



- Use **Kindbody Access Code: KINDFAMILY** and **Unique ID** provided to you as outlined above

Activate Membership

Activate Membership

- Activation complete - you will be redirected to the Kindbody Dashboard

Upload ID	Upload profile photo	General Treatment Consent	Learn about Kindbody360	HIPAA Consent	Fin
<h3>Upload ID or driver's license</h3> <p>Please upload a photo of your ID or driver's license so we can verify your identity. This will also save you waiting time when you check in at our clinic!</p> <div> <p>PDF, JPEG, PNG and PNG file types are allowed. The maximum file size is 5 MB.</p> </div>					
<h3>Book your next appointment</h3> <p>We provide a complete suite of clinical care & coaching specially designed for women:</p> <ul style="list-style-type: none"> Fertility assessments, egg freezing, and IVF Gynecological services including well-woman check-ups, urgent care, and contraceptive & preconception counseling Therapy sessions & wellness coaching for fertility-related concerns and overall wellness <p>BOOK AN APPOINTMENT</p>	<h3>My Benefit Coverage</h3> <p>Your coverage includes:</p> <p>Up to 3 KindCycles per lifetime for fertility services including IVF and egg/sperm/zygote freezing. Medical benefits are subject to cost share as described in your medical plan. Additional benefits include a \$15,000 per adoption reimbursement benefit, a \$20,000 lifetime maximum for eligible donor and surrogate services and up to 12 sessions of holistic health services including mental health sessions, nutrition counseling, doula/midwives/birth coaches and lactation support.</p> <p>Fertility and adoption benefits limits starts over under Kindbody (e.g., any prior utilization will not count towards the lifetime</p>	<h3>Fertility Calculators</h3> <p>EGG COUNT LIVE BIRTH</p> <p>Get a rough sense of what you can expect out of an egg freezing cycle using key data points you'll receive during your initial assessment.</p> <p>YOUR AGE: 45 AMH LEVEL: AFC:</p> <p>...</p>			

the Kindbody experience

Your Kindbody portal

Once your Kindbody benefit is activated, you'll have access to a variety of tools, both online or via your Care Navigation Team. Both help you learn more about your benefit information, treatment options and process, book appointments and more.



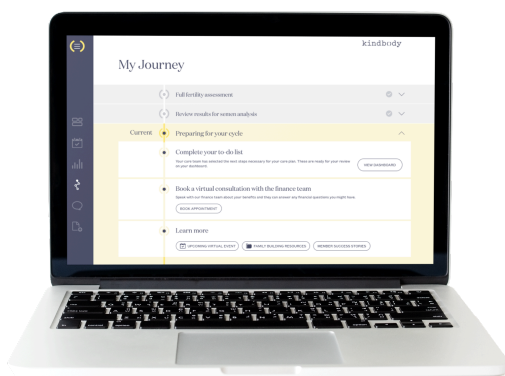
Through your **Kindbody Portal**, you can:

- Review your employer benefit coverage
- Schedule an appointment virtually or at a nearby clinic
- Secure message with your Care Navigation Team
- Review results and next steps for your care plan
- Access educational content and video tutorials
- Access videos for medication injections

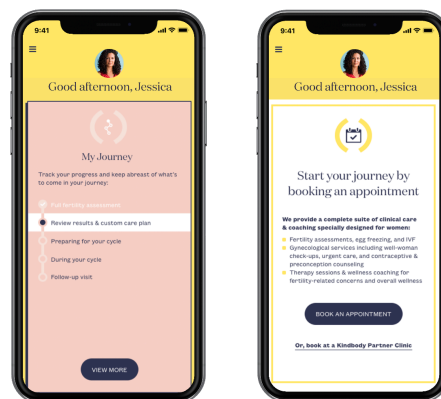


Your **Care Navigation Team** will help you:

- Understand your coverage options
- Navigate your fertility r journey
- Support and direct you on how to access care when you need it
- Assist in booking appointments for the Menopause Support program
- Help troubleshoot any billing or technical issues



Kindbody Patient Dashboard



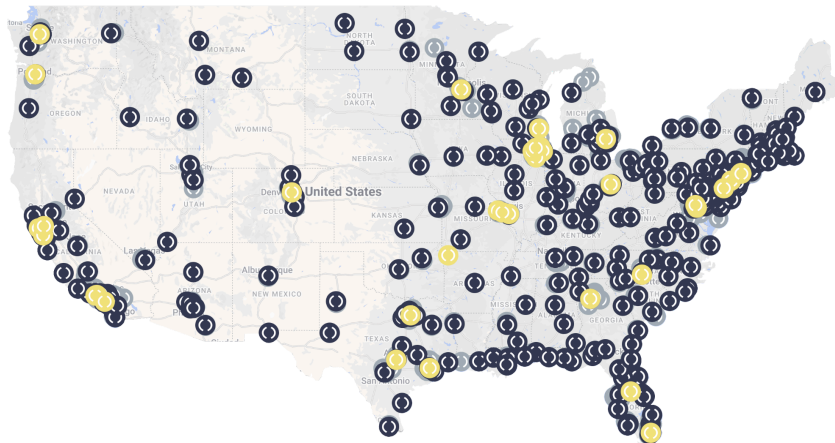
Kindbody Mobile Patient Portal

finding a care location

Accessing your benefit information

With your Kindbody benefit, you have access to fertility services at Kindbody clinics and a network of high quality partner clinics. In addition to our wholly-owned clinics, we have curated a network of Partner Clinics that provide top-notch fertility care accessible to you in over 400+ locations nationwide.

Expanded Access Clinics

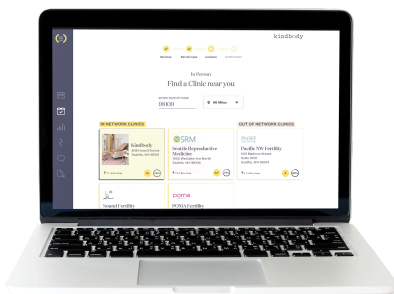


 Kindbody Signature Clinics*

 Kindbody Partner Clinics

*By the end of 2023

You can access information on where to obtain fertility & family-building services via the Kindbody portal after you've activated your benefit at: <https://kindbody.com/activate/>. Once your benefit is activated, you can search for a clinic location closest to you.



For more information on benefit coverage and costs specific to your plan, please contact your Care Navigation Team at employeebenefits@kindbody.com.

fertility cycles

You are eligible for up to two (2) KindCycles per lifetime under your Kindbody benefit. KindCycles are subject to member cost share as follows:

If you are enrolled on a national plan (Aetna, Anthem, Cigna or United Healthcare):

- The first \$35k of fertility claims will go through the medical carrier;
- Fertility services will be subject to your medical plan's deductible, copay, coinsurance and/or out-of-pocket maximum;
- If you are enrolled on a national HDHP (High Deductible Health Plan), after the \$35k and up to the lifetime maximum of two (2) KindCycles, Kindbody may impose a separate \$1,700 fertility services calendar year deductible

If you are enrolled on a regional plan (Dean/Prevea360, Health Net, Kaiser, Med Mutual, Priority Health or UPMC):

- If you are enrolled on a non-HDHP (High Deductible Health Plan), you will not be subject to an additional cost share for fertility services (medical services will be subject to any applicable cost share under your medical plan);
- If you are enrolled on a regional HDHP (High Deductible Health Plan), you will be subject to a \$1,700 fertility services only calendar year deductible that is separate from the deductible under the medical plan

fertility cycles

What is a KindCycle?

A KindCycle is how Kindbody defines different service packages allotted within your coverage amount. We have included a breakdown of what is included in each KindCycle under the “Coverage Overview” section above (pages 4 - 5). Different services amount to different portions of your two (2) KindCycle limit. The grid below will show you how different services count towards your two (2) KindCycle.

<div><div>IVF fresh</div><div>1 full KindCycle</div><div><div></div><div></div><div></div><div></div></div></div>	<div><div>Egg freezing</div><div>½ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div>
<div><div>IVF frozen*</div><div>1 full KindCycle</div><div><div></div><div></div><div></div><div></div></div></div> <div><div>*Freeze all + frozen embryo transfer</div></div>	<div><div>Intrauterine insemination (IUI)</div><div>¼ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div>
<div><div>Frozen embryo transfer (FET)</div><div>¼ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div>	<div><div>Embryo freezing*</div><div>¾ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div> <div><div>*Includes PGT-A when applicable</div></div>
<div><div>Egg thaw, fertilization, & transfer</div><div>½ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div>	<div><div>Egg thaw, fertilization, & re-freeze*</div><div>¼ of KindCycle</div><div><div></div><div></div><div></div><div></div></div></div> <div><div>*Includes PGT-A when applicable</div></div>

fertility cycles

Kindbody's mission is to provide total transparency into your fertility and family planning benefit. Your Care Navigation Team will work with you to ensure you understand all the services covered under your plan. The following services are available through Kindbody, subject to plan design:

IVF fresh

1 Full KindCycle

- In-cycle lab tests and ultrasounds
- Semen analysis
- Cycle management
- Retrieval (follicular aspiration)
- Anesthesia
- Egg identification
- Semen wash and prep
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB ultrasounds
- Preparation and cryopreservation of embryos/sperm
- Storage of cryopreserved embryo(s) for one (1) year

fertility cycles

Embryo freeze-all

$\frac{3}{4}$ of KindCycle

- In-cycle lab tests and ultrasounds
- Cycle management
- Retrieval (follicular aspiration)
- Anesthesia
- Egg identification
- Semen wash and prep
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation and cryopreservation of embryos/sperm
- Storage of cryopreserved embryo(s) for one (1) year
- Preimplantation Genetic Testing (PGT)

Frozen embryo transfer (FET)

$\frac{1}{4}$ of KindCycle

- Cycle management
- In cycle lab tests and ultrasounds
- Embryo culture lab
- Assisted hatching
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB ultrasounds

fertility cycles

Intrauterine insemination (IUI)

$\frac{1}{4}$ of KindCycle

- Cycle management
- In cycle lab tests and ultrasounds
- Complex sperm preparation
- In office insemination
- Three (3) beta hCG pregnancy tests
- Two (2) OB ultrasounds
- Cryopreservation of sperm with storage for one (1) year - if applicable
- Donor sperm management, when applicable

Frozen oocyte thaw, fertilization, & transfer

$\frac{1}{2}$ of KindCycle

- Cycle management
- In cycle lab tests and ultrasounds
- Egg thaw
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB ultrasounds
- Cryopreservation and storage of cryopreserved embryo(s) for one (1) year

fertility cycles

Frozen oocyte thaw & fertilization w/ embryo banking

$\frac{1}{4}$ of KindCycle

- Cycle management
- Egg thaw
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation and cryopreservation of embryos
- Storage of cryopreserved embryo(s) for one (1) year
- Preimplantation Genetic Testing (PGT)

Egg freezing

$\frac{1}{2}$ of KindCycle

- Cycle management
- In cycle lab tests and ultrasounds
- Retrieval (follicular aspiration)
- Anesthesia
- Egg identification
- Preparation and cryopreservation of eggs
- Storage of cryopreserved egg(s) for one (1) year

additional fertility services

Sperm Freezing

- Semen analysis
- Cryopreservation of sperm
- Storage of cryopreserved sperm(s) for one (1) year

Preimplantation genetic testing

PGT Testing is included as part of any applicable cycle for no additional cycle value.

- Biopsy (done by your fertility provider)
- Specimen shipping (your provider to the genetic laboratory)
- Embryo analysis (done by the genetic laboratory)

Biopsy applicable to:

- Preimplantation genetic testing for aneuploidy (PGT-A)
- Preimplantation genetic testing for chromosomal structural arrangements (PGT-SR)
- Preimplantation genetic testing for monogenic/single gene defects (PGT-M) *(Additional authorization may apply)*

Note: Your PGT-A testing will be covered in full, if PGT-M or PGT-SR testing are required, you may be subject to additional cost. Preimplantation genetic testing for polygenic risk (PGT-P) is currently considered experimental and is not covered under the Kindbody benefit.

Genetic Carrier Screening

Genetic carrier screening may be covered under your major medical insurance. Please verify with your major medical insurance. Note that there are often self-pay rates directly with the laboratories that may be more favorable than submitting through your major medical insurance. Be sure to contact the lab directly once your labs are ordered to discuss the cost for genetic carrier screening services.

Donor Kindcycles

When donor sperm, eggs, embryos, gestational carrier and/or surrogate are utilized, the medical costs associated with your treatment will be covered under the KindCycles listed above. There is no coverage under the plan for services on the donor, surrogate or carrier.

Canceled Kindcycles

In the instance a KindCycle is not completed, your KindCycle value will be adjusted based on the point of cancellation. *For example:* Embryo Freeze canceled after retrieval, with no oocytes available for fertilization = ½ Kindcycle.

diagnostic services

Diagnostic services, including consultations and testing, related to fertility services that are performed in the doctor's office are covered under your Kindbody benefit. Any applicable copay, deductible and/or coinsurance as outlined in your GAF-sponsored medical plans will apply. These diagnostic services are included with each applicable KindCycle.

Note that any diagnostics performed outside of a doctor's office (e.g., radiology centers), such as hysterosalpingography (HSG), hysteroscopy and FEMVUE, or labs sent to a lab outside of a clinic will be covered under the major medical plan. (These services are subject to any applicable copay, deductible or coinsurance under the GAF-sponsored medical plan). You must ensure that your provider is referring you to a provider that is in-network with your GAF-sponsored medical plan.

Your Kindbody benefit will cover the following services (where applicable):

Initial assessment

- New patient office visit
- Initial consult, bloodwork and ultrasound (may include testing AMH, FSH, estrogen, LH, progesterone, TSH, PRL)
- Transvaginal ultrasound

Male factor testing

- Semen analysis

Additional testing

- Saline sonogram
- Hysteroscopy (performed in a doctor's office setting)
- Endometrial receptivity array (ERA) - monitoring and biopsy only, analysis is not covered
- Endometrial biopsy
- Diagnostic hormone blood work

For specific questions related to diagnostic testing coverage and cost, please contact us through your patient portal.

If a medication is prescribed and not listed in the above chart, please contact our team in your patient portal with any questions

travel assistance program

GAF's Family-Building Travel Assistance Program is designed to support all eligible employees who may require travel to meet their individual family-building needs. Employees and spouses/domestic partners enrolled in a GAF-sponsored medical plan are eligible to be reimbursed for up to \$2,000 per year for eligible travel expenses incurred in connection with an eligible medical event and are not able to obtain services within 100 miles (no lifetime maximum). You will also have unlimited access to the Kindbody care team, who will provide you with information, resources, and emotional support throughout your family-building journey. Please note: Kaiser members will be eligible for the travel reimbursement program under their Kaiser plan; refer to your Kaiser plan information for additional details.

Travel assistance is available for the following family-building medical events: family-building services which include, but are not limited to, travel for IVF, frozen embryo transfer and egg freezing as specified in GAF's fertility and family building benefit coverage. Additional medical events eligible for travel assistance include, but are not limited to, abortion, adoption, and surrogacy.

To be reimbursed under the Travel Assistance Program, employees must be 1) eligible in accordance with this policy 2) incurred eligible expenses as outlined below 3) submitted the formal Kindbody Family Planning Reimbursement Form.

GAF's eligible reimbursements may include the following expenses, provided such expenses are incurred after an eligible employee's date of hire and are submitted within three months of incurring such expense:

Expense type	Amount	Limit	Tax treatment	Notes
Childcare	\$100	Per child per day	Taxable	
Food	\$50	Per person per day	Taxable	Applies to eligible employee and one additional support person
Lodging	\$50	Per person per day	Pre-tax	Applies to eligible employee and one additional support person
Mileage	\$0.22	Up to policy maximum	Pre-tax	Can include travel to location for medical services or travel to local transportation hub (e.g. airport)
Transportation	up to policy maximum	Up to policy maximum	Pre-tax ⁴	Can include airfare and public transportation costs

⁴Amounts paid for transportation primarily for and essential to medical care may be eligible for favorable tax treatment. Bus, taxi, train or plane fares, the cost of gas, parking fees and tolls qualify as transportation costs that are eligible for favorable tax treatment.

The process to submit travel expenses for reimbursement is as follows:



1. Submit eligible out of pocket expenses and itemized receipts to the billing team via secure messaging in the Kindbody portal



2. Kindbody will review your documents and eligibility to determine if reimbursement can be initiated

The following expenses are not eligible for reimbursement:

Any expenses that violate state or federal law; costs for medications or medical services; costs paid using funds received from any federal, state, or local program; expenses allowed as a credit or deduction under any other federal income tax rule; expenses already paid for or reimbursed by another employer, benefit, program, or party; expenses not paid in US dollars; and voluntary donations or contributions.

Income tax implications

Kindbody recommends imposing the dollar limits listed above on travel expenses. Note that the limits provided for lodging and mileage are based on current IRS guidance which is subject to change; amounts reimbursed above the IRS limits at the time of claim will be imputed as income to the employee.

holistic health through Kindbody360

Kindbody360, a dynamic and integrative solution supplements Kindbody's fertility and family-building offering with mental, physical, and emotional support from pre to postpartum, in-clinic, online and via our telehealth platform. **You will receive discounted access to virtual coaching sessions, including:**

- Mental health (fertility & postpartum-focused)
- Nutrition & naturopathic medicine (fertility focused)
- Acupressure
- Maternity and delivery care navigation
- Postpartum prep
- Doula services
- Return-to-work coaching
- Lactation consultants
- Sleep coaching

Kindbody's holistic health program is designed to support you throughout your women's health and family building journey. To book with one of our holistic health specialists, you must activate your benefit through kindbody.com/activate. Once activated, all virtual service appointments can be booked through your portal.

Kindbody holistic health services are provided to you at 10% off retail pricing.



Kindbody virtual services

menopause support program

All women experience menopause differently. Our Menopause Support program includes preventative health and hormone replacement therapy, as well as diet and lifestyle modifications to address menopausal symptoms. Kindbody additionally provides access to nutritionists, therapists, and coaches specialized in menopausal issues. **Employees and spouses/domestic partners enrolled in a GAF-sponsored medical plan are eligible to participate in this program**

To participate in the Menopause Support program you must activate your benefit through kindbody.com/activate. Reach out to the Care Navigation Team at (855) 747-1630 x option 3 for assistance with booking appointments for the Menopause Support program.

Program features



**Kindbody
Patient
Navigators**



**E-books,
webinars,
workshops, and
support groups .**



**Menopause
community**



**Blogs, contents,
on demand
educational videos**

- Virtual visit with a Kindbody physician or board certified gynecologist*
- Lifestyle assessment
- Kind-at-Home hormone testing
- Virtual follow-up with a Kindbody to review results*
- Referral and navigation to local in-network providers including primary care physicians, gynecologists, and psychologists/psychiatrists
- Up to eight (8) holistic health sessions based on needs

*Visits with a Kindbody physician or board certified gynecologist will be covered under the major medical plan. These services are subject to any applicable copay, deductible or coinsurance under your respective GAF-sponsored medical plan.

FAQs

Benefit information

What is a lifetime maximum?

A lifetime maximum is the total cycles available to you to use over the course of your coverage lifetime. It works like a “bank account” where you start with a certain amount of cycles, and each time you do a service, the value of that service is deducted from your total bank balance.

What is a cost share?

A cost share is how much you, as the patient, is required to pay before your coverage is active. Depending on your specific coverage plan, your fertility treatments may apply to your deductible, coinsurance, copay or out-of-pocket max (OOPM) like any other major medical plans and once you reach your OOPM, your KindCycle services will be covered in full.

What if I exhaust my Kindbody coverage sponsored by my employer?

You can continue to obtain treatment at self-pay rates. As a Kindbody Member, you will receive exclusive Kindbody rates on any non-covered services at signature Kindbody clinics.

How do I obtain fertility or family-building services from a Kindbody partner clinic?

Kindbody has partnered with a number of fertility clinics in your area. Please log into your Kindbody account and search for a clinic near you via zip code. If you do not see a clinic near you, or are already receiving treatment at another clinic, please contact Kindbody at **1-855-747-1630 option 3** and we will assist in navigating you to the right place.

What if I already started my treatment and have not activated my Kindbody benefit?

Please contact Kindbody right away. Your benefit must be activated prior to starting treatment in order to guarantee coverage. Your Care Navigator will work diligently to verify coverage and provide next steps. Eligibility for coverage is dependent on clinic location and services received.

What if I am no longer eligible for the Kindbody benefit?

If you are no longer eligible for the Kindbody benefit, (e.g., you/ your partner are no longer employed by GAF), you will be responsible for the cost of any treatment and/or the annual storage fee at Kindbody’s retail rates.

I received a bill for blood work from a lab, is it covered?

Blood work completed during a fertility treatment is included in your KindCycle. If you receive a bill, please send a message through your portal to the billing team to review your charges. Do not pay the bill until you receive confirmation from Kindbody on next steps. Any lab work performed outside of your KindCycle treatment package will be billed to your major medical insurance plan. You may receive an invoice or Explanation of Benefits (EOB) from the lab with your member responsibility/cost share. Select partner clinics may use out-of-network labs. Confirm with your partner clinic which labs are in network for your medical insurance plan.

Clinical information

What is considered fertility medication?

Fertility medication is used as you embark on your Artificial Reproductive Technology (ART) cycle. Your fertility medications are covered through your medical plan's pharmacy benefit manager. If you are enrolled on a national plan this is Express Scripts, Inc, (ESI). If you are enrolled on a regional plan, this is the carrier's respective prescription management program. If you have specific questions regarding a particular medication or brand being covered, please contact your pharmacy benefit manager.

What is co-IVF and is it covered?

Co-IVF, also known as Co-Maternity or Reciprocal IVF, is when one woman's eggs are used for a pregnancy in her partner's womb. Some couples find this appealing because it allows both mothers to physically participate in building their family.

Co-IVF is covered under your fertility plan when both individuals are covered under the plan. One partner would use $\frac{3}{4}$ cycle undergoing egg retrieval and embryo creation. The carrying partner would use $\frac{1}{4}$ cycle undergoing the embryo transfer.

let's create a new generation of health & fertility care together

Questions?

Contact your Kindbody support team at any time.
employeebenefits@kindbody.com
(855) 747-1630 x option 3