

# ENDEAVOR

US WOMENS' HEALTH TOOLKIT September 2023

# WOMENS' HEALTH

## + WHAT IS IT?

The health and wellbeing of all employees at Endeavor is a very significant focus that the company takes seriously. This guide has been created to address the specific health issues which impact many women during their working lives. It aims to bring to light invisible issues, educate employees and provide support to women going through these issues.

In this guide you will resources to address:

- + Preventive Care
- + Fertility Challenges
- + Pregnancy / Pre-Natal Care
- + New mothers / New Baby Care
- + Miscarriage
- + PMS
- + Menopause



## COMPANY SUPPORT

- + If you (or any of your loved ones) are impacted by any of the topics in this toolkit, we would like to remind you of Endeavor's global Employee Assistance Program (EAP). Employees and their loved ones have access to 5 free confidential counselling sessions which can be used for anything you may be experiencing.
- + If you are enrolled in one of the four medical plans preventative care is 100% covered like your regular ob/gyn visits, mammograms, preventative health screenings as well as prenatal care and coverage for newborns.\*
- + To access the TELUS Health website: <https://one.telushealth.com> username: EndeavorUSA | Password endeavor.

\* Please note if you are enrolled in the Aetna High Deductible Plan with HSA you will need to meet your deductible prior to coinsurance kicking in\*



01

# PREVENTIVE HEALTH

+ FERTILITY CHALLENGES + PREGNANCY AT WORK + NEW MOTHERHOOD+ DEALING WITH LOSS

# PREVENTIVE CARE

## + HOW ENDEAVOR SUPPORTS

- + One of the best things you can do to stay healthy is to take advantage of the preventive care services available through Endeavor's medical plans with Aetna.
- + All health plans cover a well-woman checkup once a year\*. At your checkup, your primary care physician or gynecologist will give you a:
  - + Pelvic examination
  - + Cervical cancer screening
  - + Breast exam / Mammogram
  - + Bone density test (women age 50 or older)
- + Through the Aetna One Advisor program, members get holistic care with a single point of contact who can address your needs and health ambitions including:
  - + Coordinating care and approvals
  - + Bringing in experts as needed
  - + Connecting you with local resources
  - + Educating you on your full suite of benefits

\* Please note if you are enrolled in the Aetna High Deductible Plan with HSA you will need to meet your deductible prior to coinsurance kicking in\*



## COMPANY SUPPORT

- + Please refer to the digital benefits guide for your eligibility and summary of benefits covered [www.myendeavorbenefits.com](http://www.myendeavorbenefits.com)
- + If you have any questions please email [US\\_Benefits@endeavorco.com](mailto:US_Benefits@endeavorco.com)



02

# FERTILITY, PREGNANCY & LOSS

+ FERTILITY CHALLENGES + PREGNANCY AT WORK + NEW MOTHERHOOD+ DEALING WITH LOSS

# FERTILITY CHALLENGES

## + HOW ENDEAVOR SUPPORTS

- + We know that starting a family isn't always easy. That's why at Endeavor we have offer comprehensive infertility and advanced reproductive technology support (up to a lifetime maximum of \$50,000) for U.S. employees enrolled in our medical plans through Aetna.
- + This benefit provides the resources and support needed to help increase your chances of conception, including:
  - + Investigations and diagnosis
  - + Treatment; medications that can only be given as a day-case or in-patient are covered
  - + Treatment; Surgery (including correction of underlying pathology), IVF, ICSI and IUI
  - + Egg freezing
- + If you need additional time off for fertility treatment or tests, please speak to your HR Manager regarding your time off options.



## COMPANY SUPPORT

- + Please refer to the digital benefits guide for your eligibility and summary of benefits covered [www.myendeavorbenefits.com](http://www.myendeavorbenefits.com)
- + If you have any questions please email [US\\_Benefits@endeavorco.com](mailto:US_Benefits@endeavorco.com)

# PREGNANCY AT WORK

## + HOW ENDEAVOR SUPPORTS

- + Finding out you are expecting can be an exciting but equally daunting experience, that is why Endeavor is committed to support you at each step of the way. Where possible you should inform your manager or HR that you're expecting as soon as possible, this is so the business can make any necessary adjustments to support your pregnancy/adoption circumstances and also to plan a smooth transition period if you are taking a longer period of leave.
- + Endeavor offers eligible employees generous paid leave benefits when a child is born or adopted into their family. US employees, who have worked for the company for a minimum of 12 months (and 1,250 hours) from their hire date are eligible for full paid leave, ranging from 4 to 18 weeks depending on the Business Unit and employee FLSA status [see the following page for details].
- + US employees enrolled in our medical plans will have access to the [Aetna Enhanced Maternity Program](#). The program provides support throughout the entire pregnancy journey and includes personalized nurse support.



## COMPANY SUPPORT

- + You can enroll in the [Aetna Enhanced Maternity Program](#) by calling 1-800-272-3531 or text BABY to 66902.
- + You can also use the company's EAP service if you would like some emotional or practical support.
- + If you have any questions please email [US\\_Benefits@endeavorco.com](mailto:US_Benefits@endeavorco.com)



# PREGNANCY AT WORK

## + YOUR LEAVE BENEFITS

- + To support your family, Endeavor offers benefits that allow you the flexibility to bond with your new child without the stress of lost pay. For this reason, eligible employees are offered generous leave benefits when a child is born or adopted into their family.
- + U.S. employees, who have worked for the company for a minimum of 12 months (and 1,250 hours) from their date of hire, regardless of gender will receive:

### Time Away From Work

- 18 weeks Birthing Parent
- 12 weeks Non-Birthing Parent

### Compensation

- 18 weeks (offset by any disability payments if applicable)
- 12 weeks (offset by any disability payments if applicable)

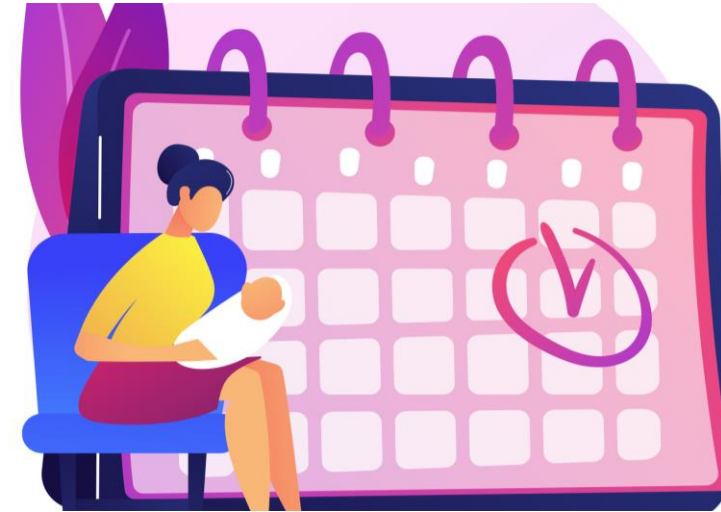




# NEW MOTHERS AT WORK

## + HOW ENDEAVOR SUPPORTS

- + You should have a meeting with your manager 4 weeks prior to your scheduled return to ensure the relevant arrangements are in place. You should also use this opportunity to discuss any concerns you may have or any adjustments you may want to be considered such as flexible working requests.
- + Returning to work might be a welcomed relief for some, and a serious source of anxiety for others. If you feel you are struggling upon your return to work with your workload, with separation anxiety or any form of depression, please reach out to HR at your earliest convenience.
- + All breast pumps from participating providers are covered at 100% if you are enrolled in one of the Aetna medial plans. If you are breastfeeding when you return to work, please let your manager know so they can arrange a convenient place for you to express and store your milk during the working day.
- + The first few days back may seem overwhelming, so please take opportunities to take regular breaks and have catch ups with your manager to discuss any concerns.
- + If you had a temporary cover who is still employed on your return your manager should arrange handover meetings for yourself and them to ensure responsibilities are aligned correctly.



### ACCESS TO BREAST BUMP THROUGH AETNA

1. Log into your [www.aetna.com](http://www.aetna.com) account
2. Click "Health and Wellness"
3. Click "Enroll Now" under "Maternity Support Center"
4. Click "Baby's Arrival"
5. Click "Breast Pumps and Supplies"
6. Click "Learn More" under "Breast Pumps Coverage and Breastfeeding"
7. Choose a provider from the provider list

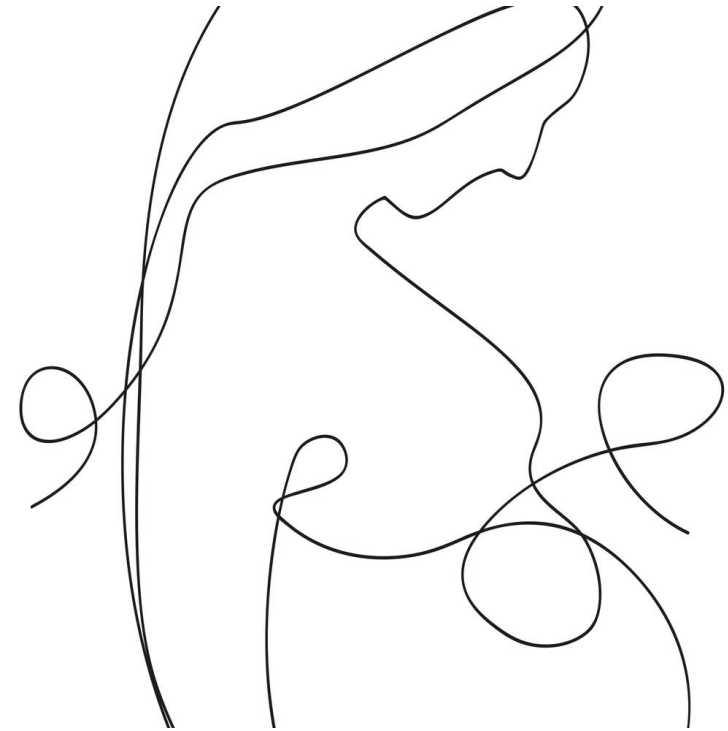
**Lactation Rooms are available. Please email Office Services at:**

**[OfficeServices@WMEAgency.com](mailto:OfficeServices@WMEAgency.com)**

# BABY LOSS

## + HOW ENDEAVOR SUPPORTS

- + If you experience the loss of your baby at any stage, we will ensure that as a business we do everything we can to minimize any workplace stress that would make this situation harder.
- + We know that everyone experiences loss differently, therefore our response will be driven to what you need whether that is: time off work, a temporary change in responsibilities, counselling support.
- + We encourage you to speak to HR or your line manager, whomever you feel most comfortable.
- + If you experience a miscarriage in the workplace, please reach out to a colleague, your line manager or whoever makes you feel most comfortable. They can help to ensure you are safe, arrange transport or medical care if required.
- + Endeavor has a [Pregnancy Loss Leave policy](#) in place which you can refer to for more information.



## COMPANY SUPPORT

- + If you notice any signs of a miscarriage and would like professional opinion, you can reach out to the [Aetna Enhanced Maternity Program](#)
- + When you enroll in an Endeavor medical plan, you have anytime, anywhere access to medical advice from board-certified physicians for fast, convenient diagnosis and treatment of many common conditions through [Teladoc](#).
- + You can also use the company's EAP service if you would like some emotional or practical support.
- + If you have any questions please email [US\\_Benefits@endeavorco.com](mailto:US_Benefits@endeavorco.com)



03

# PMS & MENOPAUSE

+ PMS + COMPANY SUPPORT + MANAGER TOOLKIT + INFORMATION FOR PARTNERS

# PMS

## + HOW ENDEAVOR SUPPORTS

- + Premenstrual syndrome (PMS) impacts a large number of women but is rarely spoken about in the workplace. Symptoms of PMS can include mood swings, depression, irritability.
- + Any one of these symptoms could cause a significant impact to women, especially during the working day.
- + We want to raise awareness of PMS within the workplace and encourage employees to speak up if they need any support during this time.
- + Whether this is requesting to work from home, having a slight temporary change in hours or a slight reduction in your work responsibilities during this time.
- + If you don't feel comfortable speaking to your manager, you can always reach out to HR, a colleague or our Employee Assistance Program for support.



## COMPANY SUPPORT

- + When you enroll in an Endeavor medical plan, you have anytime, anywhere access to medical advice from board-certified physicians for fast, convenient, diagnosis and treatment through [Teladoc](#). Connect to a doctor for visits 24/7 over the phone or through video chat using the Teladoc mobile app or website or use Teladoc to schedule an appointment with a licensed behavioural health provider.
- + You can also use the company's EAP service if you would like some emotional or practical support.

# MENOPAUSE

## + HOW ENDEAVOR SUPPORTS

- + Menopause is the time that marks the end of a woman's menstrual cycles, it typically occurs between 45 and 55 years of age (but can start at any age). Symptoms can include tiredness, hot flashes, night sweats, sleep issues, joint pain, depression or anxiety.
- + If your symptoms are causing distress and you are finding it difficult to work to your normal hours or responsibilities, flexible working options can be discussed. Please speak to your manager or HR.
- + If you need to take a rest during the day, ask if there is a private room, or available meeting room that you could use.
- + If you are suffering from hot flashes, ask facilities to provide a fan, or move your desk close to a window that will open.
- + Ensure you take regular breaks and stay hydrated throughout the day.
- + Wear looser clothing to work if it would make you feel more comfortable.
- + Speak up about what you need!



## COMPANY SUPPORT

- + When you enroll in an Endeavor medical plan, you have anytime, anywhere access to medical advice from board-certified physicians for fast, convenient, diagnosis and treatment through [Teladoc](#). Connect to a doctor for visits 24/7 over the phone or through video chat using the Teladoc mobile app or website or use Teladoc to schedule an appointment with a licensed behavioural health provider.
- + You can also use the company's EAP service if you would like some emotional or practical support.



04

# EXTERNAL SUPPORT

+ MOBILE APPS + SUPPORT NETWORKS

# MOBILE SUPPORT

## + SUPPORT OPTIONS VIA APPS

PROVIDER & LINK	SUPPORT TOPIC	SUPPORT SUMMARY
<a href="#">Balance App</a>	Menopause	Created with a single mission in mind, to make menopause support inclusive and accessible to all, the balance app provides evidence-based and unbiased information to help you become better informed, prepared and empowered during the perimenopause and menopause.
<a href="#">Caria App</a>	Menopause	Caria (formerly called Clio) helps you have a healthier, easier menopause. Use Caria to track and manage your symptoms, get personalized health insights, and connect with other women on a similar journey.
<a href="#">Health &amp; Her App</a>	Menopause	Health & Her Menopause App empowers you through your menopause journey by helping you build positive lifestyle habits that put you back in control. Offering the first personal trainer for your menopause with a selection of evidence-based exercises and tools to support you with your symptoms.
<a href="#">Hello Clue</a>	Period & Ovulation	Track your period and ovulation with Clue and learn how your body works. This app will use your tracked data to predict your next cycle, and symptoms of PMS.
<a href="#">Flo Period</a>	Periods, Pregnancy & Fertility	No matter your life stage or reproductive goal, personalize Flo to make it unique and relevant to you. Flo helps you to monitor your cycle, fertility, or pregnancy accurately. As a one-stop solution for all things female health and well-being, Flo provides all-in-one tracking for period start date and length, fertile window, peak ovulation days, PMS symptoms, flow intensity, birth control, water intake, sleep and step counter, and much more.



# SUPPORT NETWORKS

+ CONNECT WITH OTHERS

PROVIDER	SUPPORT TOPIC	SUPPORT SUMMARY
<a href="#">Peanut</a>	General Women's Health	Connect with women who are at a similar stage in life—from fertility, pregnancy and motherhood through to menopause.
<a href="#">Live Better With Community</a>	Menopause	Online forum groups that can be used to discuss any aspect of going through the menopause, you just create your own account then can read existing threads or start your own conversations to connect with other women.