

ENDEAVOR

WOMEN'S HEALTH TOOLKIT | US

2024

WOMEN'S 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 managers and provide support to women going through these issues. In this guide you will find education pages, internal resources, and manager toolkits to address:

FERTILITY CHALLENGES | PREVENTATIVE CARE | PREGNANCY / PRENATAL CARE | NEW MOTHERS / NEW BABY CARE | MENOPAUSE | PMS | MISCARRIAGE

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 that all employees have access to Endeavor's global Employee Assistance Program (EAP) partner, TELUS Health.

TELUS Health offers timely, qualified counseling, assistance, and support and you can access it three ways at any time. Through the TELUS HEALTH One app, [website](#), or hotline, 24 hours per day, 7 days per week. Log in with username: endeavorUSA | password: Endeavor

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.*

* 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.

PREVENTATIVE HEALTH

FERTILITY CHALLENGES – PREGNANCY AT WORK - NEW MOTHERHOOD - DEALING WITH LOSS

PREVENTATIVE 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

If you have any questions please email US_Benefits@endeavorco.com

02.

FERTILITY, PREGNANCY, AND 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

If you have any questions please email 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. To access the TELUS Health website, click [here](#) and log in with username: endeavorUSA | password: endeavor

If you have any questions please email US_Benefits@endeavorco.com

PREGNANCY AT WORK

HOW ENDEAVOR SUPPORTS

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 PUMP THROUGH AETNA

1. Log into your 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 ROOM LOCATIONS

Endeavor Beverly Hills: 160/90:

- 9601: Suite 563
- 9560: Suite 421
- 131 Rodeo: 249-A
- Philadelphia: Suite 1907
- Atlanta: 10th Floor Wellness Room
- Saint Louis: Family Room in Creative Space

Endeavor New York:

- 304 Park – 6th and 11th Floor Wellness Room
- Madison – 17th floor Wellness Room

Endeavor Nashville:

- 14th floor suite 1421

NEW MOTHERS AT WORK

HOW ENDEAVOR SUPPORTS

Your growing family is important to us. That's why Endeavor supports working parents through Milk Stork, a free breast milk delivery service for Endeavor employees who are breastfeeding while traveling for work. Breastfeeding parents can request Milk Stork Kits — pharmaceutical-grade shipping coolers that provide everything needed to pump, pack and ship milk home to their babies.

Visit the [Milk Stork Employee Portal](#) to sign up. Orders may be placed by creating an account using your company email address.



How It Works



PUMP

Pump according to your regular nursing schedule and refrigerate or freeze your breast milk.



PACK

Pack your milk into the cooler provided. If shipping, your cooler will be pre-labeled with a FedEx Priority Overnight shipping label.



SHIP

Ship your milk from an authorized FedEx shipping location or schedule a FedEx pick-up with your hotel or destination office.



or

TOTE/CHECK

Tote your cooler or check it as luggage using the Milk Stork travel bags provided.

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 drive to what you need whether that is: time off work, a temporary change in responsibilities, counselling support.

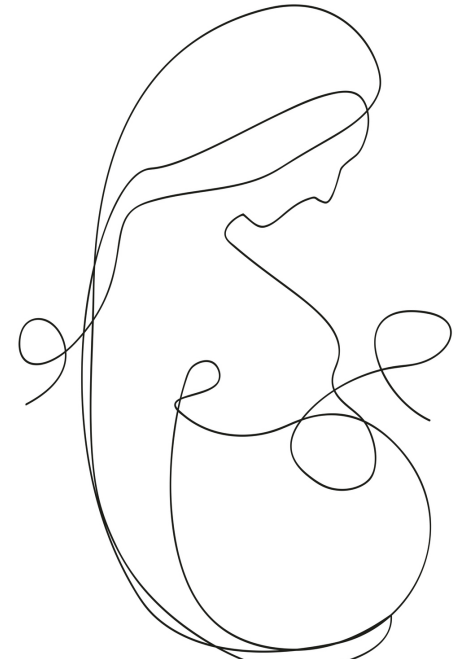
We encourage you to speak to HR or your line manager, whomever you feel most comfortable.

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



02.

PMS & MENOPAUSE

PMS – COMPANY SUPPORT - MANAGER TOOLKIT - INFORMATION FOR PARTNERS

P M S

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, tender breasts, depression, irritably.

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 your HRBP, 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 and/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 your HRBP.

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, if try to get regular fresh air breaks throughout the day.

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 behavioral health provider.

- You can also use the company's EAP service if you would like some emotional or practical support.



03.

EXTERNAL SUPPORT

MOBILE APPS – SUPPORT NETWORKS

MOBILE SUPPORT

TOPIC	SUMMARY	APP / LINK
MENOPAUSE	Balance App was 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.	Balance App
MENOPAUSE	The Caria App (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.	Caria App
MENOPAUSE	The Health & Her 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.	Health & Her App
PERIOD + OVULATION	Track your period and ovulation with Hello Clue and learn how your body works. This app will use your tracked data to predict your next cycle, and symptoms of PMS.	Hello Clue
BABY LOSS	The Sands Bereavement Support app was created for anyone who has experienced the death of a baby. It aims to help bereaved parents and families to find the right information and support at the right time. The app can also be used by healthcare professionals, who would like to know how best to support bereaved parents and their families.	Sands
PERIOD + 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.	Flo Period

SUPPORT NETWORKS

TOPIC	SUMMARY	APP / LINK
GENERAL WOMEN'S HEALTH	Connect with women who are at a similar stage in life—from fertility, pregnancy and motherhood through to menopause.	Peanut
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.	Live Better With Community

04.

**EMPLOYEE ASSISTANCE PROGRAM
(EAP)**

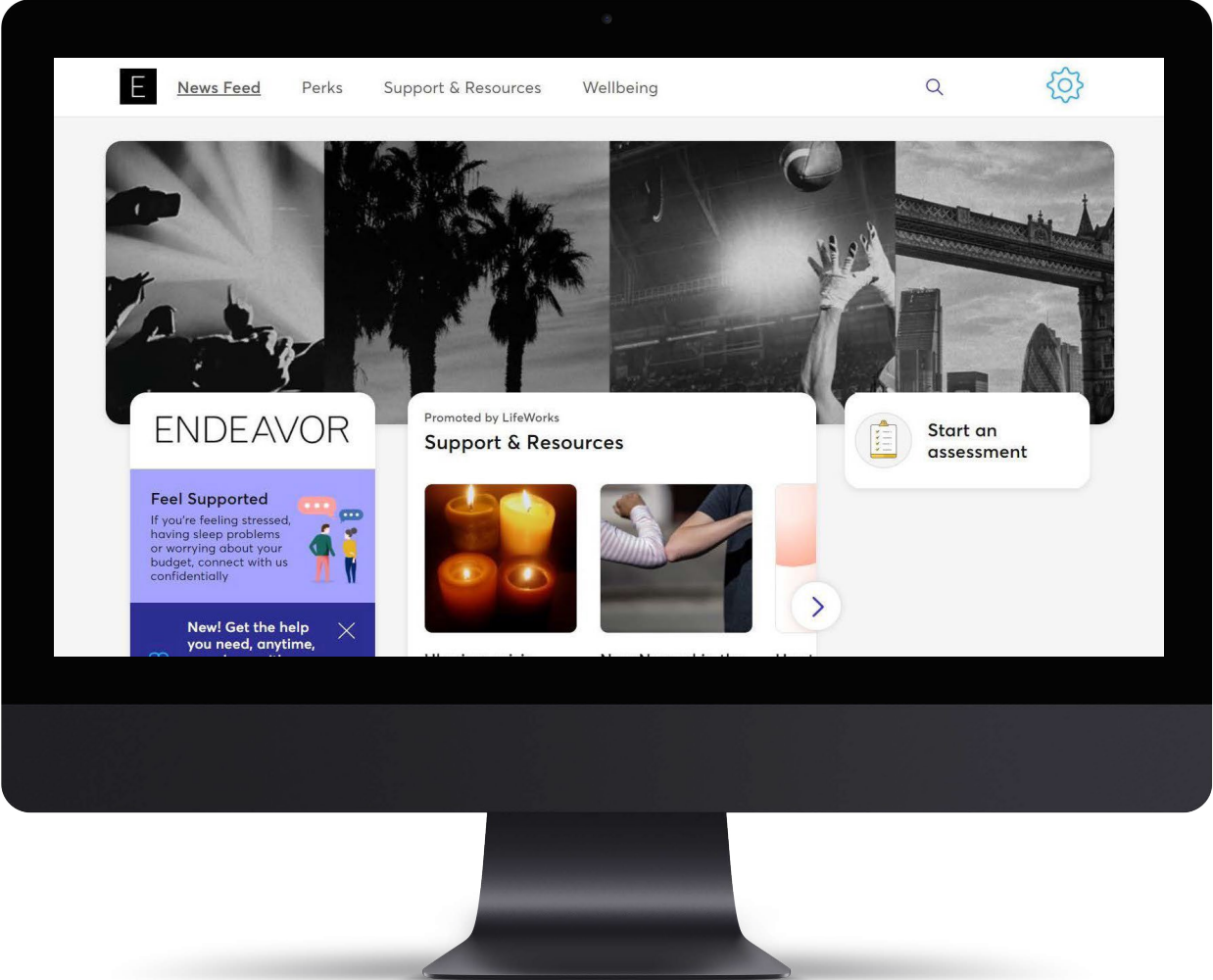
TELUS HEALTH GLOBAL EAP

Professional Support - Anytime, Anywhere, Always Confidential

TELUS Health (formerly LifeWorks) offers confidential support that can help you and your loved ones, at no cost to you. In our increasingly fast-paced world, you may find it challenging to take care of yourself while balancing responsibilities at work with obligations at home.

TELUS Health offers timely, qualified counseling, assistance, and support to help manage all of life's complexities. You can access TELUS Health three ways at any time through the TELUS Health One App, website, or toll-free hotline, 24 hours per day, 7 days per week.

Access information can be found on the following page.



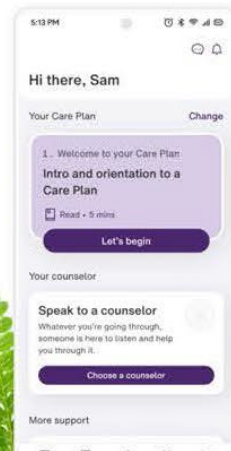
TELUS HEALTH

THE APP – FEEL SUPPORTED WHEREVER YOU ARE

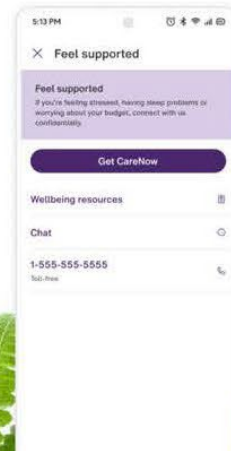
Help improve your wellbeing
– anytime, anywhere.



Self-guided mental health
support.



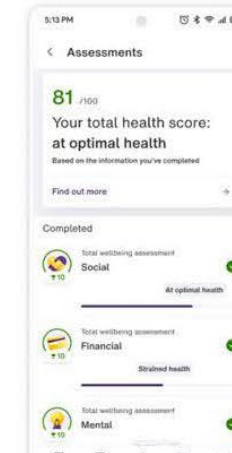
We're here for you – 24/7.



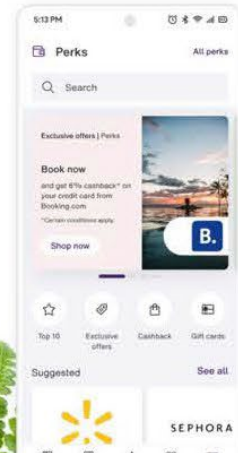
Resources for a healthy
lifestyle.



Learn how to optimize
your health.



Perks, offers and discounts.



The TELUS Health One App can be downloaded from The App Store or Google Play and is available in most local languages.

1. Log in with username: endeavorUSA
2. Enter password: endeavor
3. You will now have general access to your country-specific content and phone number.
4. To access personalized support modules including perks and discounts, self-guided programs, wellbeing assessments, and more, a personal account is required.
5. Click on 'Create your account' within these features and follow the prompts.
6. You are encouraged to create an account using a personal email address.