



Support *for families*



“Family” can mean a lot of different things to different people. And your own definition of family may change over time, as you and your relatives move through various stages in life. However you define it, Lam has benefits that can help with your family’s needs.

Starting or growing your family

Fertility support

Anthem members can access family planning guidance, education, and referrals to specialists and services, including fertility preservation, at no cost through **WINFertility**. Kaiser members receive **fertility treatment and support** through their plans.

Adoption reimbursement

Lam will reimburse **up to \$10,000** per child for adoption-related expenses.

Parental leave

Parental bonding leave provides all new parents 16 weeks off with 100% salary replacement through your short-term disability insurance.

Between pregnancy disability time and 16 weeks of parental bonding time, most new moms at Lam are eligible for **26 weeks of paid leave**—and more if your doctor certifies the need.

Money when you’re in the hospital

If you enroll in the **hospital indemnity voluntary supplemental insurance plan**, you’ll receive a direct payment when you’re admitted to a hospital, starting in January 2022. For even a short stay related to pregnancy or delivery, you’ll receive a lump-sum payment plus a per-day payment for each day of your stay.

Legal assistance

Get legal help with adoption, guardianship, surrogacy, and other family matters when you’re enrolled in the **ARAG legal plan**. You can also get support to complete a will or set up a trust to provide for your family.

Pregnancy dental checkups

Delta Dental members get two additional preventive care exams when they’re pregnant.



Get benefits information on your phone

Keep LamBenefits handy on your phone. To learn how, visit **LamBenefits.com > Resources > Mobile apps**. Scroll down to **Bookmarks**, and follow the instructions for your device.





Life with kids

Employee Assistance Program (EAP)

The **EAP** offers you and your family members up to seven free professional counseling sessions, plus access to other resources that bolster mental health, support day-to-day needs, and help you manage the ups and downs of family life.

Dependent Care Flexible Spending Account (FSA)

Contributing pretax dollars to a **Dependent Care FSA** helps you save on child care expenses—and Lam adds another 15% on top of your contributions.

Backup child care

Connect to **caregivers you can count on** through **Care.com**, and receive up to 20 days of subsidized backup care.

Tutoring

Care.com can help with homework, too.

Personalized well-being

Sign up with **Virgin Pulse** for personalized support for fitness, nutrition, and stress reduction.

Lifestyle account

Your family can be **reimbursed up to \$500** every year for a wide variety of life-enhancing expenses related to fitness, financial planning, adult education, student loan payment, and college admission prep.

The care you need

Your Lam medical, dental, and vision plans provide **free preventive care**, including regular checkups and screenings, so the whole family can stay well.

And, when your hectic life makes it hard to get yourself or the kids to the doctor, **virtual visits** make it easy to get the care you need.

Autism spectrum disorder (ASD) support

Anthem's **ASD program** provides clinical support and other resources to help your whole family.

Pet insurance (and home and auto, too)

Get insurance for your furry or feathered family members. With **special group rates**, you could save on coverage your family needs.

Supporting your parents

Health Advocate

Beginning in January 2022, you, your parents, and your parents-in-law can turn to **Health Advocate** for help understanding medical bills, resolving claims, scheduling appointments, coordinating care, navigating Medicare, finding lower-cost prescription drugs, and more. Health Advocate is available at no cost to you, even if you're not enrolled in a Lam medical plan.

Family care leave

Take **up to 16 weeks** to care for a seriously ill or injured family member, and receive 100% salary replacement through your short-term disability insurance.

Adult backup care

Care.com provides backup care when you or a loved one needs a hand.

Legal services

Many **ARAG legal plan** services are available to your parents and grandparents, including support for wills, health care directives, powers of attorney, and preparation and review of other legal documents.

Prefer to DIY? You can find a variety of online legal documents, including basic will templates, through Lam's life insurance provider, **The Standard**.