

The benefits of belonging to the Global Atlantic family

Global Atlantic is proud to support working parents. That's why we offer a number of benefits to help promote work/life balance:

HEALTH & WELLNESS

A lifestyle account that helps support your WholeBeing. Refer to the [Lifestyle Account Policy](#) for eligible expenses (including student debt) and further details.

Save time and money with **virtual visits** for physical and behavioral health conditions. Download the mobile app for Eden Health, Amwell, Doctors on Demand Talkspace or Teladoc.

Under Global Atlantic's medical plan, you won't be charged a copay or coinsurance for mental health care treatment (deductible will apply).

A medical second opinion program is available at no cost with your enrollment in a medical plan. Connect with a board certified, expert doctor for thousands of conditions. Visit [2nd.md/GlobalAtlantic](#) or call **(866) 269-3534**.

UnitedHealthcare provides advocacy services to families of children with special needs. PHS 3.0 is a concierge health support service on our medical plans.

FERTILITY & FAMILY PLANNING

Benefits are available through **Progyny**. Speak with a patient care advocate by calling **(833) 210-4637** or visit [progyny.com/education](#)

Doula coverage through Progyny

PARENTAL LEAVE

Up to 14 weeks paid parental leave provides 6 weeks of bonding time in addition to short-term disability. [See the Parental Leave Policy.](#)

CAREGIVER LEAVE

Up to 4 weeks paid caregiver leave to care or arrange for care for a covered family member. [See the Caregiver Leave Policy.](#)

ADOPTION & SURROGACY

Up to \$10,000 available in company assistance. [See the Adoption & Surrogacy Policy.](#)

BREAST FEEDING SUPPORT

There is **\$0 (Zero)** cost to you for a breast pump through participating providers. [See flyer for details.](#)

Each Global Atlantic location is equipped with a private room to be used for wellness purposes. Wellness rooms at office locations with over 100 employees have been supplied with a hospital grade breast pump. Employees are responsible for providing their own [attachments and storage vessels](#).

Lactation consultants are available via UHC's virtual visit program. [To learn more, login to myuhc.com.](#)

EXPECTING A NEW ADDITION TO YOUR FAMILY?

Review this checklist for recommended actions and important timelines:

- ✓ **30 DAYS** in advance of your expected absence, submit your request for leave [online](#) or by calling **MetLife** at (833) 622-0135.
- ✓ **31 DAYS** following birth or adoption is the deadline to request changes to your benefits in [Benefitsolver](#).
- ✓ You can set aside **up to \$5,000** pre-tax dollars to pay for dependent care expenses through the **Dependent Care Flexible Spending Account (FSA)**. GA will match up to \$50 per month in employee contributions to a Dependent Care FSA. [See this website to learn more about the Dependent Care FSA](#)
- ✓ **WITHIN TWO WEEKS** before you return to work, request access to a private wellness room if desired.
- ✓ **ANYTIME** – Consider updating beneficiaries for your life insurance via [Benefitsolver](#) and your 401(k) at [www.401k.com](#).

FOR YOUR CONVENIENCE

Managing a family is not easy! Help is available through [Optum's concierge benefit and Employee Assistance Program](#).

Use MetLife's [legal assistance](#) benefit to access a broad network of attorneys to help with life's challenges.

PAID TIME OFF (PTO)

PTO can be used for a variety of personal needs; there are no separate sick/vacation policies.

[See the PTO Policy for additional details.](#)

PET INSURANCE

Are pets part of your family? Consider pet insurance, available through [MetLife](#).