

StanleyBlack&Decker

CARE. SUPPORT. RESOURCES.

Your 2024 LGBTQ+
Resource Guide.



Contents



Our commitment to you.

#TogetherWeAreMore

Stanley Black & Decker has always prioritized the health, safety and well-being of our employees. We are dedicated to providing equitable access to quality health care services and creating a culture where all our employees feel valued and heard.

This guide was designed as a supplement to your Benefits Guide. It includes valuable information about the LGBTQ+ services, treatments and resources Stanley Black & Decker offers in support of your personal health journey.

Whole-health support for the whole you.

No matter which medical option you have, your benefits were designed to provide you with the support you need.

A compassionate team of experts.

Through Cigna HealthcareSM and Kaiser, you have access to Care Advocates and Case Managers who are specially trained in transgender and LGBTQ+ care, benefits and services. They'll work with you one-on-one to explain your options, offer support to help you access medically necessary care and guide you to other resources to help you live your best life.

\$0 annual check-ups.

Annual check-ups and screenings can help detect health concerns early, before they become more serious and more costly to treat. The good news is, most in-network preventive care services are covered 100%.¹

Behavioral health options.

Everyone's behavioral health concerns are unique, and finding time to get the care you need can be challenging. That's why, in addition to in-person therapy options, you also have access to a wide range of virtual behavioral health care options. Virtual care is available on your time, at your convenience. And it's completely confidential. To access your benefits, visit myCigna.com[®] or kp.org/getcare.

Kaiser plan members.

Kaiser provides complete and equitable care, including transgender and gender-expansive care, to the LGBTQ+ community. Search for cultural care centers (available in select regions) by visiting kp.org/getcare.

Additional resources through Cigna Healthcare.

Inclusive Care.

myCigna® has an advanced search option that helps identify providers who care for and support LGBTQ+ patients. Simply log in to [myCigna.com](https://mycigna.com) and click on the type of doctor you're looking for. At the top of the results page, click "More Options" and look for the inclusive care symbol.

My Personal Champion.

No matter where you are in your gender affirmation journey, My Personal Champion® is here to make it as simple and easy as possible. Once you make your initial call, you'll be assigned your own Personal Champion who will get to know you, your history and your health care needs. Your advocate can help you understand what's covered in your plan, discuss eligibility, and answer claim, referral and prior authorization questions. Connect any weekday from 8:00 am to 6:00 pm ET by calling [855-699-8990](tel:855-699-8990).

If you wish to update your **gender marker and/or pronoun** preferences on the SBD Benefits Center and with Cigna Healthcare, simply visit [MySBD](#) > Profile.




Additional resources through Cigna Healthcare.

Your path to parenthood starts here.

[Maven](#) is a new, inclusive family benefit program that offers expert reproductive and family health support at every step, and at no additional cost. Here's what you can expect:

- **Dedicated Care Advocates** who can provide referrals to top-rated, LGBTQIA+ -friendly adoption agencies, fertility clinics, and in-person providers in your area.
- **24/7 access** to 35+ provider types, including fertility specialists, adoption coaches, surrogacy coaches, reproductive endocrinologists, and mental health specialists at no cost to you.
- **Expert-reviewed health articles** and on-demand provider-led classes that provide clarity on tough topics and offer guidance you can trust.
- **Mental health support and career coaching** for your personal and professional growth throughout your journey.
- **Culturally competent support** with over 8% of providers on Maven identifying as LGBTQIA+ and 40% having strong clinical experience working with the LGBTQIA+ community.



Maven is available to employees and covered dependents enrolled in Cigna Healthcare medical coverage. This 18-month pilot program is available now through 6/30/2025.

Gender affirmation benefits. Concierge support.

We understand there's a lot to consider when going through gender transition. Whether you're just starting to explore your options or you're planning a procedure, this information may help you better understand how to make the most of your benefits. Below are the services offered as part of your standard SBD coverage through Cigna Healthcare.²

FEMINIZING PROCEDURES	MASCULINIZING PROCEDURES	ENHANCED SERVICES COVERED BY YOUR PLAN
<ul style="list-style-type: none"> • Vaginoplasty • Electrolysis of donor site tissue to be used for vaginoplasty • Penectomy • Vulvoplasty • Repair of introitus • Coloproctostomy • Orchiectomy • Breast augmentation • Feminizing hormone therapy • Estrogens and anti-androgens (testosterone blockers) administered to the patient for the purpose of more closely aligning their secondary sexual characteristics with their gender identity 	<ul style="list-style-type: none"> • Vaginectomy • Hysterectomy • Vulvectomy • Metoidioplasty • Phalloplasty • Electrolysis of donor site tissue to be used for phalloplasty • Penile prosthesis • Urethroplasty • Mastectomy • Masculinizing hormone therapy • Androgens (testosterone) administered to the patient for the purpose of more closely aligning their secondary sexual characteristics with their gender identity 	<ul style="list-style-type: none"> • Blepharoplasty • Rhinoplasty • Voice therapy/voice lessons • Electrolysis • Face-lift • Facial bone reduction • Suction-assisted lipoplasty, lipofilling and/or liposuction • Thyroid chondroplasty • Infertility services • Medically necessary treatments, including treatment for complications • Travel for covered services for which access is specifically limited due to state legislative action, including gender affirmation services and behavioral inpatient and outpatient services • Treatment of HIV. Injectables, preexposure prophylaxis and antiretroviral therapy (ART) are all covered, but precertification may be required.

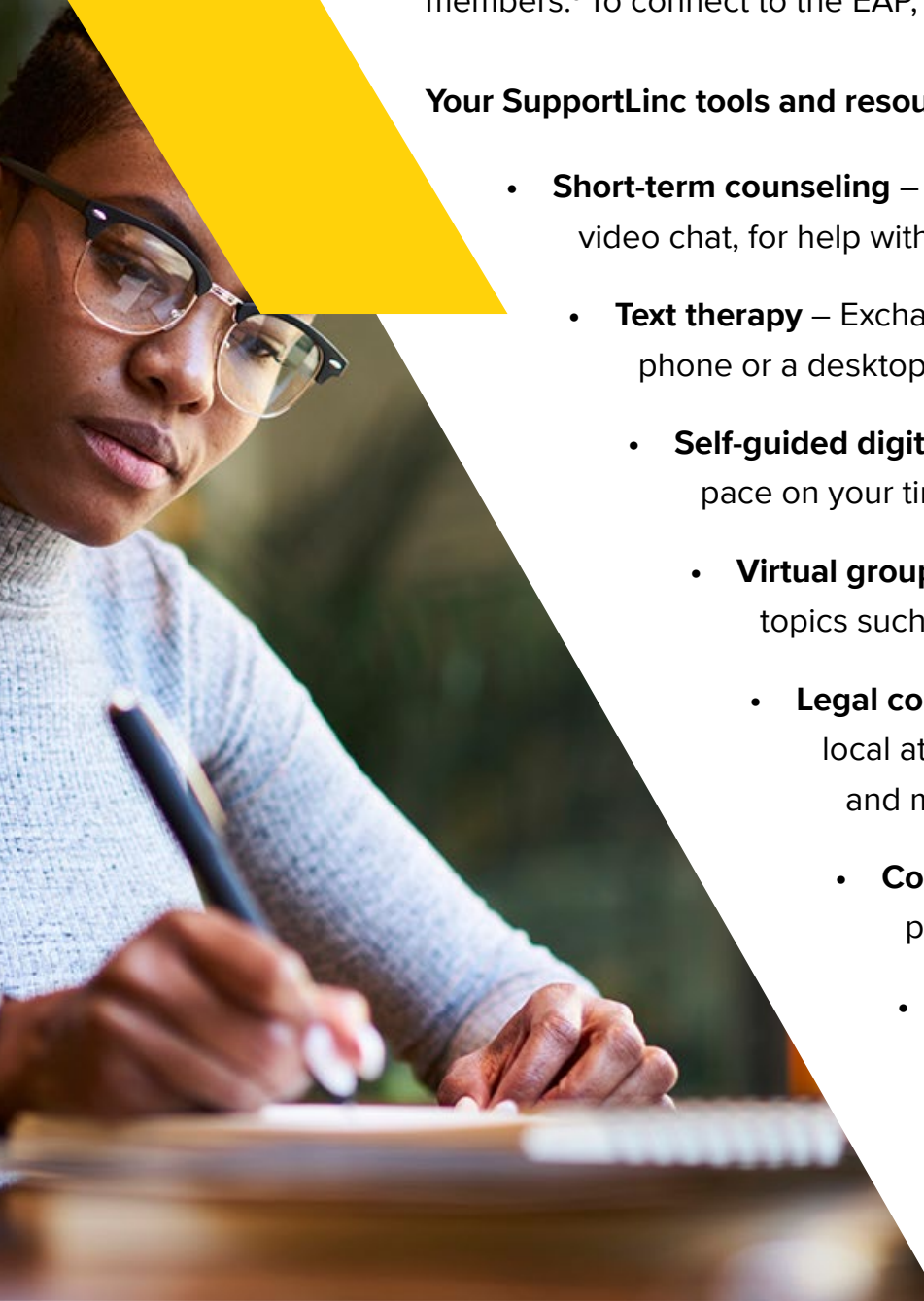
To access the gender-affirming benefits offered through Kaiser, please visit kp.org/getcare.

SupportLinc Employee Assistance Program.

SupportLinc offers emotional well-being and work-life balance support at no cost to you and your family members.³ To connect to the EAP, visit sbdsupportlinc.com, group code; SBD or call **888-508-1170**.

Your SupportLinc tools and resources include:

- **Short-term counseling** – Receive up to six (6) no-cost counseling sessions, in-person or by video chat, for help with depression, anxiety, relationship issues or substance use.
- **Text therapy** – Exchange text messages with a licensed counselor through your mobile phone or a desktop app.
- **Self-guided digital therapy** – Access practical resources and daily inspiration at your pace on your time.
- **Virtual group support** – Join moderated sessions by licensed counselors on topics such as stress, self-care, grief, LGBTQIA+ ally support and more.
- **Legal consultation** – Receive a 30-minute legal consultation per issue with a local attorney by phone or in person for help with name changes, family law and more.
- **Convenience resources** – Get referrals for child or elder care, adoption, pet care, home repair, education and housing needs.
- **DEI Toolkit** – Discover LGBTQIA+ courses and tips on topics such as “Coming out at work,” “Working with transgender co-workers” and “Cultural diversity and mental health.”



Because family is everything.

Paid Parental Leave.

Employees may take up to four weeks (160 hours) of paid time off to care for and bond with a newborn or legally adopted child under the age of 18. Please consult with your HR Manager for additional information.

Adoption/Foster Care Benefits.

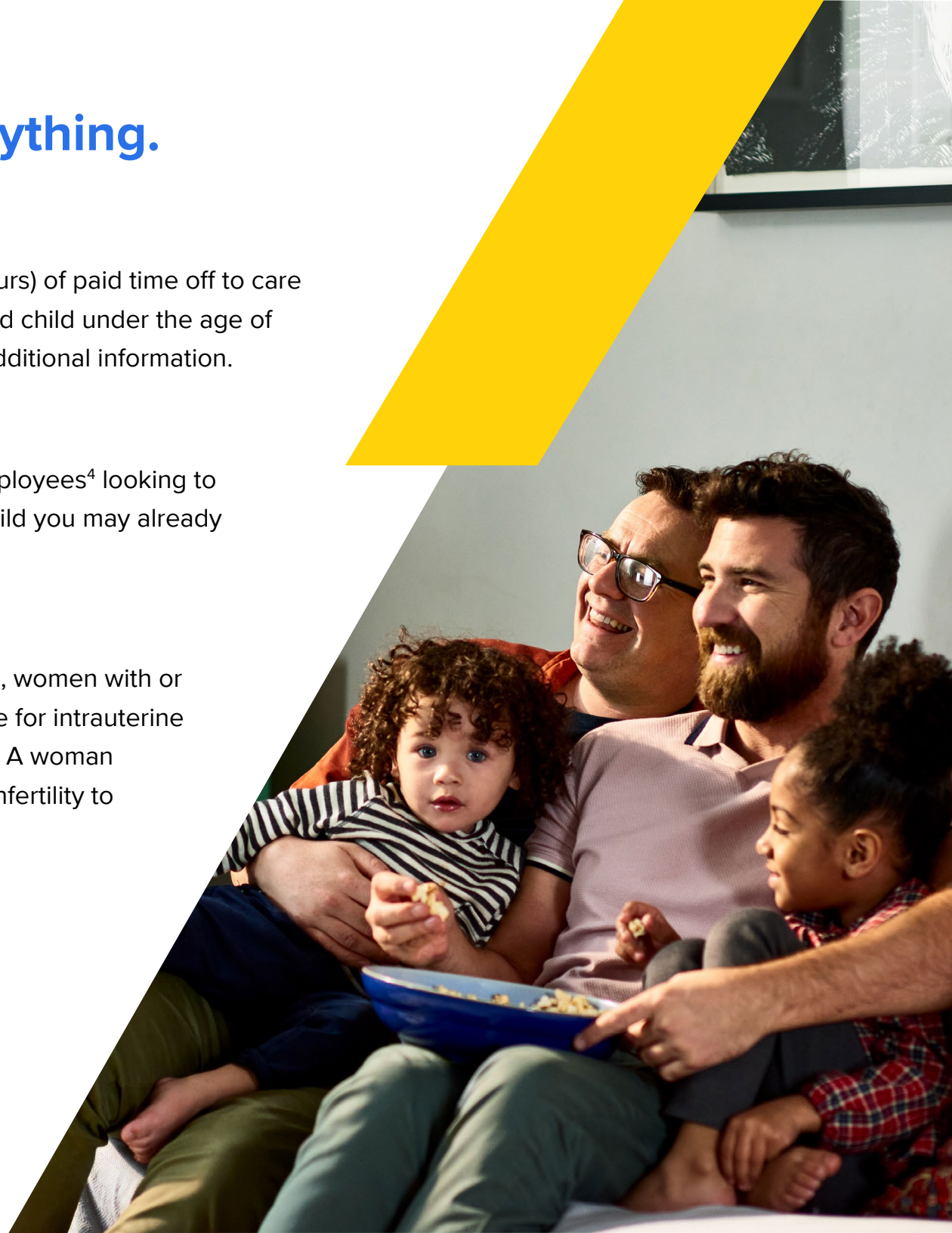
An [Adoption Benefit](#) is available to eligible employees⁴ looking to adopt; this includes the adoption of a foster child you may already have in your home.

Infertility Benefits.

No matter which medical plan option you have, women with or without an opposite sex partner have coverage for intrauterine insemination or artificial insemination services. A woman does not have to be officially diagnosed with infertility to access these benefits.⁵

Coverage for domestic partners.

Stanley Black & Decker extends benefits for [domestic partners](#) – as well as children of domestic partners – for active full-time and part-time employees.⁶



Additional LGBTQ+ resources.

My Medical Ally, powered by Alight.

A [Medical Ally](#) can help you navigate the complexities of health care, understand a diagnosis or treatment options, and more. Doctors specializing in gender-affirming care are available to offer expert medical opinions.

24/7 Care Specialists.

Whether you are dealing with the stress of everyday life, facing difficult emotions or looking for personalized guidance, the Care Specialists at [Care for Business](#) are available 24/7 to help.

Legal services.

You may enroll in [LegalEASE](#), our legal insurance option, at your time of hire or during annual enrollment. LegalEASE provides help with legal matters, including gender identifier⁷ or name changes, domestic partnership agreements, adoptions, and more.⁸

Parenting and caregiving solutions.

[Torchlight by LifeSpeak Inc.](#) offers digital guides, on-demand webinars and one-on-one expert advice to help you learn to foster emotional and social well-being for a family member identifying as LGBTQ+. Get self-help resources, mental health support and more.



Additional LGBTQ+ resources.

Gender confirmation support.

New York Life Group Benefits Solutions offer concierge support throughout your gender affirmation journey for leave of absence concerns and more.

For further details, please email HRBenefits@sbdinc.com.

Integrity Helpline.

We all have a role to play in acting with integrity and encouraging our team members to do the same. Our 24/7 [Integrity Helpline](#) is a safe and confidential way to raise concerns. Call with issues related to harassment and discrimination, health and safety, or bribery; anything not aligned with our Code of Business Ethics or policies; or anything that may be against the law. When in doubt, point it out.

Diversity, Equity & Inclusion (DE&I).

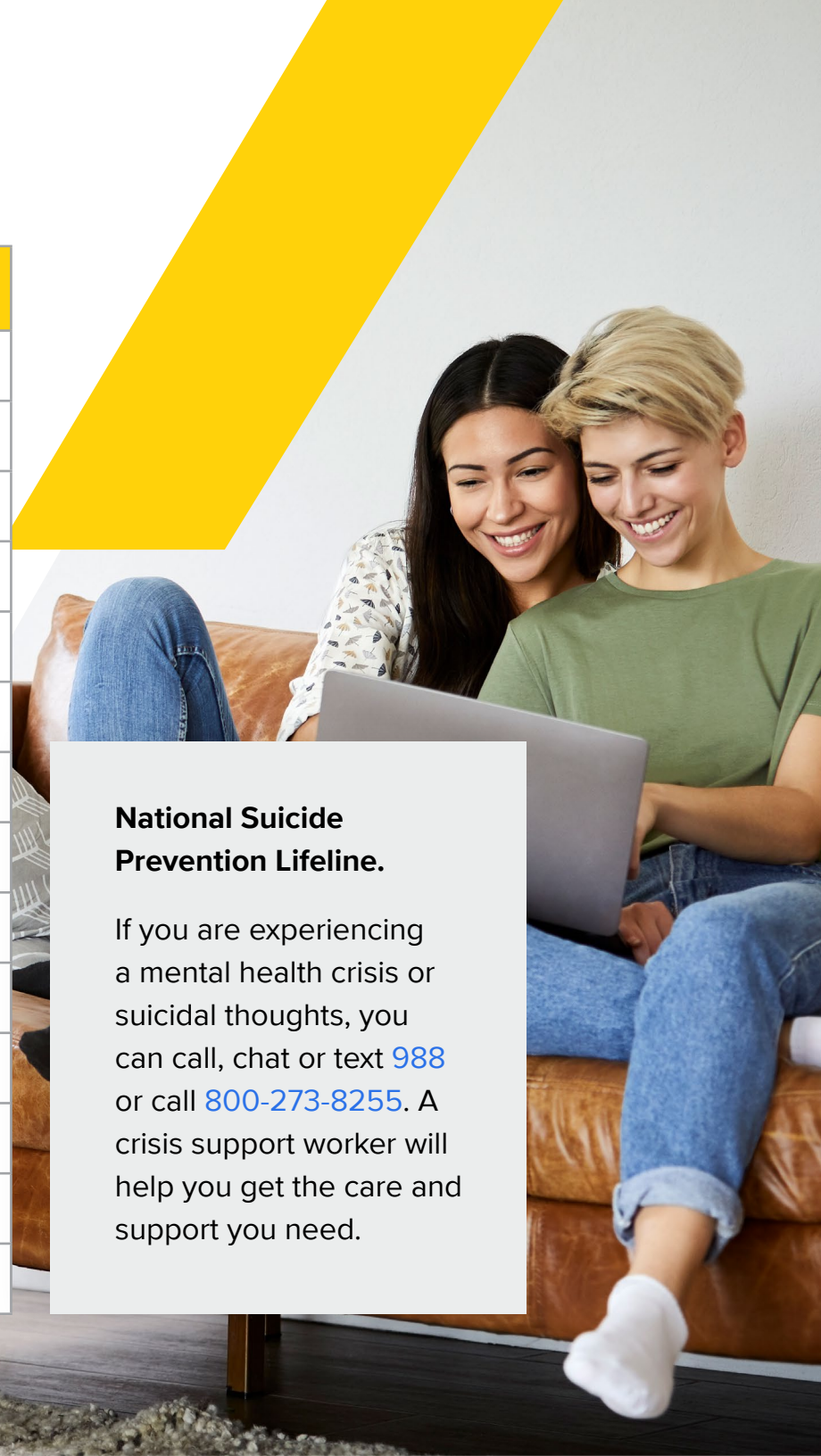
Here are other ways to find support:

- Search for [DE&I resources on MySBD](#)
- Review our [Global Anti-Harassment & Discrimination Policy](#)
- Join an [Employee Resource Group \(ERG\)](#)



Support is a call or click away.

RESOURCE	PHONE
Stanley Black & Decker Benefits Center	800-795-3899
Cigna Healthcare	800-243-3280
Cigna Home Delivery Pharmacy	800-835-3784
Cigna Healthcare Supplemental Benefits	800-754-3207
My Medical Ally, powered by Alight	888-361-3944
Maven	
SupportLinc Employee Assistance Program Code: SBD	888-508-1170
Integrity Helpline	800-461-9330
Kaiser	800-464-4000
Legal Insurance: LegalEASE	800-248-9000
Care for Business	866-814-1638
My Personal Champion	855-699-8990
Torchlight by LifeSpeak Inc.	844-693-3477
New York Life Group Benefits Solutions	888-842-4462 [ES] 866-562-8421



National Suicide Prevention Lifeline.

If you are experiencing a mental health crisis or suicidal thoughts, you can call, chat or text **988** or call **800-273-8255**. A crisis support worker will help you get the care and support you need.

Stanley Black & Decker has a copper-level partnership with [Out & Equal](#), a premier organization working exclusively on LGBTQ+ equality in the workplace.

For more information on our values and commitment, visit [Our Inclusive Culture](#).

NOTE: This guide is not a guarantee that services will be rendered.

1. Not all preventive care services are covered. For example, immunizations for travel are generally not covered. See your plan materials for a complete list of covered preventive care services.
2. Additional services may be covered. Some services, treatments and medications may require precertification. If so, your request will be reviewed and you and your doctor will be notified if the care is approved or denied. If denied, you can appeal the decision and a written notice will be provided with instructions on how to do so. Additionally, your doctor can speak with the Cigna Healthcare Medical Director about the decision. See your plan materials for detailed instructions, or have your doctor contact Cigna Healthcare.
3. Available to all employees and their household members, even if not enrolled in a Stanley Black & Decker medical plan.
4. This benefit is available to non-bargaining employees who have completed 30 days of continuous service at participating locations. Benefits vary depending on the degree of commitment or the special problems of the adopted child.
5. Includes all related services billed with an infertility diagnosis (e.g., X-ray or lab services billed by an independent facility).
6. US-based employees working more than 20 hours per week. If you choose to enroll your domestic partner or domestic partner's child(ren), this coverage is considered a taxable fringe benefit for you. You will be responsible for paying the taxes of the Fair Market Value employer cost of this coverage.
7. To indicate your gender identifier, go to the miscellaneous coverage section of the policy.
8. Limitations and exclusions apply. This benefit summary is intended only to highlight benefits and should not be relied upon to fully determine coverage. More complete descriptions of benefits and the terms under which they are provided are received upon enrolling in the plan. Group legal plans are administered by Legal Access Plans, L.L.C. or LegalEASE Home Office: 5151 San Felipe, Suite 2300, Houston, TX. This legal plan may not be regulated as insurance in some states, but is available in all states. Underwritten by Virginia Surety Company in all states except where underwriting is not required but the product is available. Please contact LegalEASE for complete details.

