



Connecting the LGBTQ+ community to care and support

Having a health plan that supports who you are matters. Some of the benefits included in our plans may be of interest to members and allies of the LGBTQ+ community. From HIV services to gender-affirming care and more, we hope you find these benefits useful, helpful and meaningful.

Specialized support

Understanding and support go a long way. Our UnitedHealthcare team of Advocates is trained to provide LGBTQ+ members and allies with a welcoming, open environment designed for easier conversations.

We can help you with:

- Benefit questions
- Finding or scheduling appointments
- Claim information and authorization

Who's covered?

These benefits are available for plan members and their eligible dependents, which may include spouses, domestic partners and children. Check your plan coverage on myuhc.com® for more details.

Specialized transgender member support

Call **1-800-326-9166**.
Trained Advocates are available
7 a.m.–6:30 p.m. CT,
Monday–Friday.

Find an LGBTQ+ supportive provider

Go to **Find Care & Costs** on myuhc.com and type **LGBTQ+ supportive** in the search bar or select in the filter menu.

LGBTQ+ inclusive care benefits

HIV prevention and services

Your plan provides support to help keep you and your loved ones healthy, including:

- HIV screenings
- PrEP medications, as well as necessary clinic visits and lab tests*
- PEP medicine
- HIV treatment*

Behavioral health support

Our network of behavioral health clinicians offers confidential support to help with challenges you may be dealing with, such as:

- Stress, anxiety and depression
- Bipolar and related disorders
- Trauma and post-traumatic stress disorder (PTSD)
- Family and couples therapy
- Grief, loss and more

Sometimes, finding a therapist you feel safe and comfortable with can make all the difference. At myuhc.com, you can search for behavioral and mental health providers who list themselves as LGBTQ+ supporters. Tap the Find Care & Costs tab and type LGBTQ+ in the search bar. You'll be guided to caring providers who are here to help.

Important things to know



Pre-certification or prior authorization is required for gender-affirming surgical treatment. Coverage for certain services may vary. Reference your Summary Plan Description (SPD) located by selecting the plan information quick link at yourbenefitsresources.com/deere or connect with an Advocate for more information.



You may file a claim appeal within 180 days if you or your physician disagrees with a pre-certification or prior authorization decision, or your claim is denied. Reference your medical plan documents for more information. Advocates are available to help you file an appeal.

Gender-affirming care

Here is a partial list of gender-affirming procedures covered by your health care benefits:

- Breast surgery**
- Genital surgery**
- Hormone therapy**
- Hair removal required for reconstructive surgery**
- Hysterectomy (removal of uterus)**
- Tracheal shave**
- Voice modification therapy
- Voice modification surgery**

For more information, refer to the UnitedHealthcare Resource Guide for LGBTQ+ Inclusive Care at deere.com/wellbeing or call an Advocate at **1-800-326-9166**.

Family formation

A variety of family planning benefits are offered that may be covered by your employer. This includes the adoption and surrogacy reimbursement benefit. This benefit covers up to a lifetime maximum of \$30,000. Go to the reimbursement page of the benefit portal at yourbenefitsresources.com/deere for more information. For salary and management represented production employees, the fertility solutions program is available to support any fertility questions. A nurse can be reached at **1-866-774-4626**.

When an employer selects UnitedHealthcare standard benefits, fertility preservation is covered if an individual is undergoing gender-affirming surgery that will render them permanently infertile/sterile. This includes egg retrieval or sperm collection, cryopreservation and storage for 12 months. For additional information regarding family formation benefits, please contact a trained Advocate.

Questions?

Visit myuhc.com to view your personal coverage or call the number on your health plan ID card.

Go to wellbeing.deere.com/family-health/#pride-365 for more information and resources.

* These medications are typically covered at the customary cost-share amount for your plan. However, they are available at \$0 added cost when used for HIV prevention if a prior authorization is obtained.

** Medical necessity and/or prior authorization requirements may apply.

Advocate4Me/Advisor services should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. The information provided through Advocate services is for informational purposes only and provided as part of your health plan. Wellness nurses, coaches and other representatives cannot diagnose problems or recommend treatment and are not a substitute for your doctor's care. Your health information is kept confidential in accordance with the law. Advocate services are not an insurance program and may be discontinued at any time.

All UnitedHealthcare members can access a cost estimate online or on the mobile app. None of the cost estimates are intended to be a guarantee of your costs or benefits. Your actual costs may vary. When accessing a cost estimate, please refer to the Website or Mobile application terms of use under Find Care & Costs section.

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