



It's a matter of pride

At Teva, we care about our LGBTQ+ employees and their loved ones. When we review and update our benefits program, we always keep the physical, emotional and family needs of LGBTQ+ employees in mind.

Physical

Medical: Coverage for legal spouse and domestic partner (same or opposite sex) including access to hormone replacement therapies, certain gender-affirming surgeries and non-surgical procedures and a medical travel and lodging benefit in specific situations.

Preventive care: Gender-specific, in-network exams and cancer screenings appropriate to your anatomy covered at 100%.

Paid leave: Short-Term Disability (STD) coverage for surgical recovery.

HIV prevention and treatment: HIV counseling and screening for all sexually active women (annually; limited to two counseling sessions per plan year); coverage for pre-exposure prophylaxis (PrEP), post-exposure prophylaxis (PEP) and antiretroviral therapy (ART).

Hospital Indemnity Insurance: Pays a lump-sum cash benefit if you're hospitalized for surgery, including gender-affirming surgeries, or maternity care.

Emotional

Mental health: Our Employee Assistance Program (EAP) and Amwell offer support to you and your loved ones.

- Our EAP is available at no cost to you, all immediate family members and/or all individuals living in your household, offering confidential counseling and guidance for family issues, relationship concerns, depression, anxiety and more.
- Amwell provides virtual behavioral health counseling if you're enrolled in a Teva medical plan.

Social transition: Our EAP offers legal assistance and guidance specific to LGBTQ+ employees and household family members at no cost (e.g., estate planning, wills, Power of Attorney, name and gender identity changes and more).

Family and Caregiver

Family building: Progyny offers fertility, surrogacy and adoption support if you're enrolled in a Teva medical plan.

Paid parental leave: 100% of base salary for 12 weeks for birth parent; 100% of base salary for four weeks for non-birth parent and adoptions.

Parenting: Ovia Health offers reproductive health, fertility, pregnancy, parenting and menopause support at no cost to you.

Childcare discount: 10% discount on early childhood education programs at CCLC® Child Care Centers, KinderCare® Learning Centers and Champions® Before-and-After-School Programs.

Everyday living support: Assistance through our EAP for family concerns such as caregiving, finding childcare, homework helpline, financial aid, parenting and more.

Questions?



24/7 benefits site
mytevabenefitsguide.com



Teva Care Coordinators
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This document highlights key features of Teva's LGBTQ+ benefits coverage; however, it does not attempt to cover all details. Official plan documents, along with insurance contracts governing the operation of the various plans within the program, provide complete descriptions of the plans. If any conflict occurs between the information in this document and the provisions of the legal documents and contracts, the terms of those documents and contracts will control. Teva reserves the right to modify, amend, suspend or terminate any plan—in whole or in part—at any time. Participation in these benefits does not give you the right to be employed by the firm or to claim any benefit not covered by the plans.