

ZS Benefits Guide (U.S.)

LGBTQIA+ INCLUSIVE HIGHLIGHTS



Welcome to ZS.

Our priority as a firm is to foster a culture where every person receives support based on their respective needs, experiences a deep sense of belonging, feels heard and respected, and is enabled to thrive.



Fostering an inclusive environment for all

This Benefits Guide is an important step in furthering our mission of inclusion in the healthcare space and within our firm.

It covers:

- Benefit highlights for ZSers in all U.S. offices
- Transgender-inclusive healthcare
- HIV service and treatment options
- Family formation
- Additional benefits and support



Benefits in our U.S. offices

Benefits are offered to eligible employees in the U.S. Once you have joined ZS, you'll receive additional information and will be connected to the benefits team for any further questions.



Health Insurance

ZS offers comprehensive healthcare coverage including medical, dental and vision care to employees, spouses/domestic partners and dependents. Life insurance is also available.



401(k) Retirement Savings

ZS helps our people prepare for their future with 401(k) retirement savings administered by Fidelity investments with 3% match.



Vacation

Earn 3 weeks of paid vacation per year upon start, and up to 4 weeks after 3 years. Manager-level joiners and above start with 4 weeks/year. ZS also offers sick days, paid holidays, and a floating holiday to use at your discretion.



Employee Assistance Program

ZS partners with Workplace Options (WPO) to support ZSers and their immediate family members/dependents with unlimited in-the-moment support, and more.



Family Leave Program

ZS provides family planning support under the Family Leave program with leave options for birth, adoption, surrogacy and foster care.



Donation Matching

ZS will match donations and/or volunteer time up to an annual maximum, per employee, of 2,000 USD per calendar year.



PerkSpot Corporate Discount Program

PerkSpot is a one-stop online shop with exclusive discounts to save money on many national and local merchants.



Bright Horizons Family Support

ZS partners with Bright Horizons to provide back-up care options for children, elders and pets.



Milk Stork Delivery Service

Milk Stork supports new mothers travelling on business, providing no-fuss, refrigerated, express shipping or easy toting of milk home to baby.



Student Loan Refinancing Assistance

ZS partners with SoFi to make additional student loan refinancing options available to ZSers.



Travel Assistance Plan

Travel Assistance Plan provides medical, security and logistical expertise to support ZSers during business travel abroad.



Additional Perks

ZS offers various social events, workout classes, ZSer-led employee resource groups, office-level clubs and much more.

Transgender-inclusive healthcare offerings

Benefits to support transgender-inclusive healthcare include:

- **Mental health support**
- **Reconstructive surgical procedures**
- **Hair removal, such as electrolysis, laser treatment, etc., including hair removal required for reconstructive surgery**
 - Tracheal shave/reduction
 - Facial feminization surgery
 - Voice modification surgery/therapy
 - Lipoplasty/filling for body masculinization or feminization
- **Prescription benefits**
 - Common therapeutic categories and products used for gender dysphoria are covered by ZS medical insurance, including youth puberty blockers, such as testosterone, GRH blockers and estrogen.
- **Travel expenses**



ZS recognizes that transgender is a broad term that includes people who socially and medically transition, as well as others who feel their assigned sex at birth does not reflect their true gender identity, expression, or behavior. Gender transition is a personal process, and ZS recognizes that there are many ways to transition. All ZSers have the right to be openly who they are.

HIV services & treatment options

Healthcare services and treatment options for HIV are provided under ZS medical insurance.

- HIV testing, including self-treatment options
- Pre-exposure prophylaxis (PrEP), including injectable treatment
- Post-exposure prophylaxis (PEP)
- Antiretroviral therapy (ART), including injectable treatment



Family formation

Family Leave Program

ZS recognizes the important role that parents and caregivers play when there is a change in family status, or a family member is diagnosed with a serious illness.

In recognition of ZSers' roles with their family, ZS created one overarching Family Leave Program that offers 10 weeks of paid time-off for the birth or adoption of a child or the serious health condition of a family member. ZS also provides family planning support under the Family Leave program with leave options for surrogacy and foster care.

In addition to this, we offer up to 6 weeks paid maternity leave for new mothers, 16 weeks when combined with the Family Leave Program.



Family Planning

The following services are offered to employees, spouses/domestic partners and dependents.

Medically required & elective services

ZS covers medically required infertility services, as well as:

- Up to two elective egg retrieval cycles
- Cryopreservation
- Egg freezing

Family planning support

ZS is also committed to financially supporting the diverse family planning needs of ZSers through flexible spending & expense reimbursement programs.

ZSers can also work with their HR generalist for further accommodations on an as-needed basis.

Short-term disability



Short-term disability coverage helps provide income during a period of leave due to an injury or illness that restricts the ability to work for a short period of time.

Short-term disability coverage for childbirth runs concurrently with any benefits under the ZS Family Leave Program and/or state or local law.

ZS will provide short-term disability benefits for the period of your disability, up to six months. After six months, you may be eligible for benefits under ZS's Long-Term Disability Program.

ZS provides short-term disability coverage for any U.S.-based salaried employee of ZS. For part-time/hourly employees, benefits are provided at the typical rate of pay (based on the average of the prior three months of pay).

Employee assistance program (EAP)

ZS has partnered with **Workplace Options (WPO)** to support **ZSers and their immediate family members/dependents** with unlimited in-the-moment support, including counseling sessions, mindfulness sessions, work-life/practical support, life coaching and wellness coaching.

Additional support is available to LGBTQIA+ individuals. Transgender and transitioning ZSers & family members can contact WPO anytime to access support for their emotional and practical needs. The EAP can provide clinical services to participants who require emotional support relating to an LGBTQIA+ issue. In addition to this, WPO work-life consultants commonly provide guidance and resources as a complement to clinical services, or as a standalone service.



Common requests received by WPO around the LGBTQIA+ community include:

- Support groups (for the individual, or family and friends)
- Helplines
- Contact information for LGBTQIA+ supportive organizations (such as GLAAD, PFLAG, etc.)
- Community centers
- Activism and volunteer opportunities
- Social activities
- LGBTQIA+ friendly shelters
- Medical resources (including physician referrals and low-cost STI testing)
- Educational materials (including relevant websites and tip sheets)

Questions?

Candidates and active ZSers
may request additional
assistance by contacting
ZS_Benefits@zs.com.

