



LGBTQ+ GUIDE

EVERYONE DESERVES TO FEEL SAFE

How to be an advocate

- ✓ Be proud of who you are.
- ✓ Be there for your community.
- ✓ Speak up for your social circle.
- ✓ Stay receptive to new ideas and opinions.
- ✓ Listen, learn and stay educated.



LGBTQ+ BERG



Brilliantly Safe

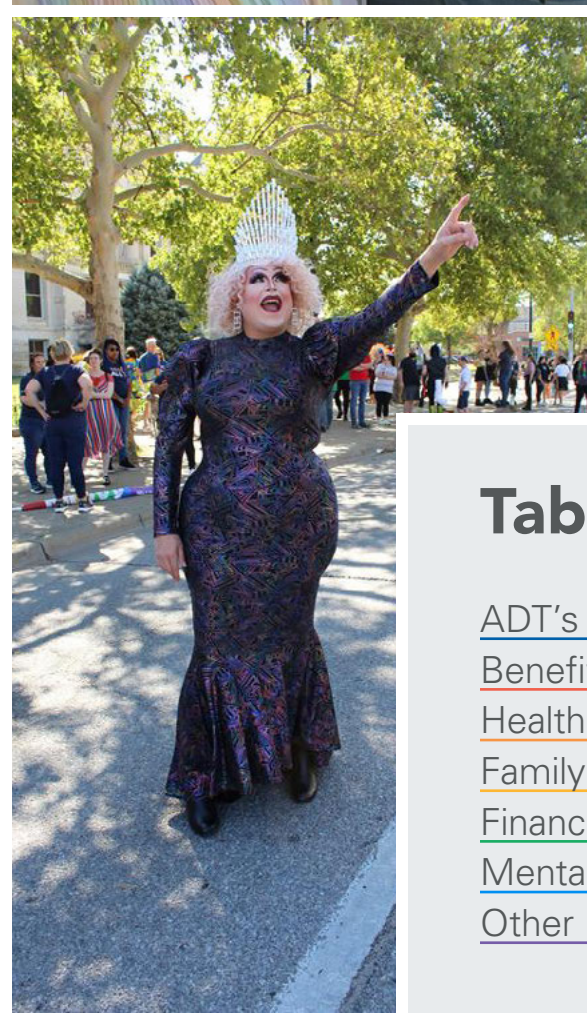
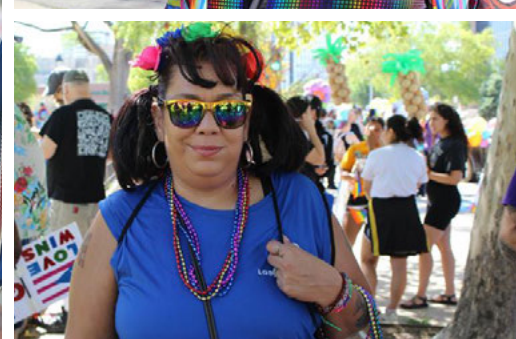
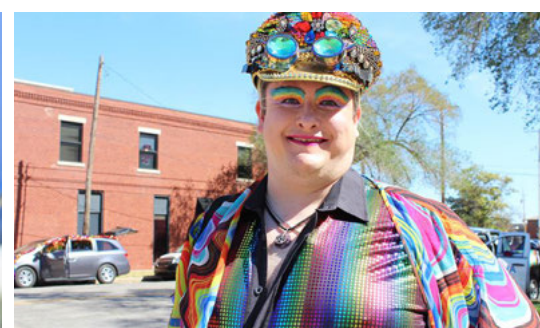


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ADT's Culture

ADT is committed to providing an inclusive work environment where all team members can be themselves and grow into the people they want to be regardless of their marital status, sexual orientation, gender identity, or expression. Our strategy is broken down into four North Star Pillars. They are Inclusivity, Diversity, Growth, and Unity.

We provide an Inclusive Diversity and Belonging (IDB) Onboarding Curriculum that is the foundational component of our new hire onboarding experience. The six-module curriculum directly supports our vision for an inclusive and diverse team, which is key to achieving our overall business goals and objectives. It ensures every new hire is introduced to the principles that are central to our identity and success at ADT. These modules can be found on Horizon.

As part of our Inclusive Diversity and Belonging journey at ADT, we have launched Business Employee Resource Groups (BERGs). BERGs are groups of employees who create a positive work environment by actively contributing to our commitment to making our workplace more inclusive for all employees. The value BERGs can bring for ADT and its employees:

- Connect — Employee Engagement
- Community — Outreach
- Career — Leader Development
- Customer — Business Impact, Organization Reputation

BERGs are open to everyone. All team members and leaders can join any BERG, and participation is completely voluntary.

INCLUSIVE DIVERSITY AND BELONGING



Inclusivity

Everyone is valued here



Diversity

Our workforce at all levels reflects the communities we serve



Growth

Everyone has equal access to the resources they need to grow into the roles and opportunities they want and earn



Unity (Community)

We seek to bring together and work with partners who share our values, and in turn, share them with our local communities



Benefits Eligibility

Dependents eligible to participate in the ADT Health and Welfare Benefits Plan (the “Plan”) include an unrelated same- or opposite-sex domestic partner to whom you are not legally married, and their eligible child(ren) or stepchild(ren). Civil union and common law spouses may be enrolled as domestic partners. Imputed income may apply for those who are not a tax dependent.

For medical, dental, vision, supplemental life insurance and Personal & Family Accidental Death & Personal Loss insurance coverage, your child(ren) (including child[ren] of your domestic partner or any child for whom you act as the legal guardian), regardless of student, residence, or marital status, are eligible until they reach age 26. A “child” is defined as a biological child, a legally adopted child, including a child placed for adoption, a stepchild, a foster child, and any child for whom you act as the legal guardian. For purposes of this definition, a stepchild shall be defined as a legal spouse’s or domestic partner’s biological child, or legally adopted child, including a child who has been placed for adoption.

To view and download the Domestic Partner Affidavit, visit the **MyADTRewards** section of [MyADTHR](#).



Health Coverage

The journey to and through gender-affirming care is different for everyone. Our medical plans are here to help you find the path that's right for you and provide the support you need along the way.

Whether you're seeking hormone therapy, mental health services, non-surgical or surgical procedures — our medical and prescription benefits support your gender affirming care. Additionally, all plans include wigs as a covered benefit for gender dysphoria.

Benefits for the treatment of gender dysphoria provided by or under the direction of a physician including:

- Gender reassignment surgery including genital reconstruction (clitoroplasty, vaginoplasty, scrotoplasty), mastectomy, and breast augmentation.
- Routine diagnostic services, including diagnostic lab, X-ray, and ultrasound are included in the gender dysphoria services copayment. When the routine diagnostic service is prescribed by a doctor and received on a different date of service and location.
- Select services for the treatment of gender dysphoria may require prior authorization and Medical Necessity review.

Preventive medications are covered, including pre-exposure prophylaxis (PrEP), under the prescription drug coverage.

The cost and details of covered services varies based on the medical plan option and carrier you have elected. Please refer to the Health & Welfare Summary Plan Description (SPD) accessible on [MyADTHR](#) for plan details.

ADT is here to support you on your journey.



Family Planning

Fertility

Infertility treatment provided for covered employees/spouses/ domestic partners through most medical plan benefits include a \$10,000 medical and \$10,000 prescription Lifetime maximum along with infertility coverage and nurse case managers to assist with questions around treatment and testing. The full range of coverage includes services for diagnosis and treatment of infertility including preservation of Donor Egg or Sperm as a covered benefit for most medical plans offered.

To view the full list of covered services, visit [MyADTHR](#) to download the Health & Welfare Summary Plan Description (SPD).

Adoption Assistance

ADT recognizes that the cost of adoption is often beyond the reach of families who wish to adopt a child. To help offset these costs, the company provides adoption assistance to regular full-time employees with at least six months of service. This assistance is intended to help with the adoption of children under the age of 18 who are not otherwise related to the employee, spouse, or domestic partner.

Through the program, you can be reimbursed up to a maximum of \$5,000 per child for certain expenses related to legal adoption. This maximum applies even if both parents work at ADT.

Maternity Management

For Credence Blue Cross and Blue Shield Members:

The “Baby Yourself” maternity program offers individual care by a registered nurse and includes support from an experienced Credence registered nurse, educational information by telephone and email during your pregnancy, and useful gifts that encourage healthy habits and proper prenatal care as well as help you understand the changes and challenges of pregnancy. Begin care for you and your baby as early as possible and continue throughout your pregnancy. Your baby has the best chance for a healthy start by receiving early, thorough care while you are pregnant. This Credence program is available at no cost to expectant mothers enrolled in an ADT medical plan. ADT will reimburse expectant members enrolled in a Credence medical plan up to \$250 for a MamaRoo, Snoo, car seat, bedside sleeper/bassinet, swing or baby monitor upon completion of the Baby Yourself program! Call [833-663-8702](tel:833-663-8702) or visit credenceblue.com/babyyourself to enroll.

Personal health coaching

- Pregnancy screening/genetic testing
- Lactation support and counselors
- Specialty case managers assigned to high risk pregnancy

For Surest members:

Pacify provides on demand access to a custom, nationwide network of maternal and pediatric experts. The service is available without an appointment.

What to expect: When you enroll in Pacify it triggers a “baby shower” outreach and includes helpful information about the Pacify program. You have access to 24/7 telehealth consults with nurses, nutritional experts, and lactation consultants for up to one-year post-partum.

Through the Pacify program, expecting families can receive support for a full range of pregnancy and new parent related issues from prenatal nutrition to diaper rash. Enroll today at pacify.com/surest.

For Kaiser Permanente members:

Breastfeeding support and supplies are available. In addition to a dedicated obstetrician, a certified midwife is also covered. High touch care management programs for high risk pregnancy and maternity care. Go to kp.org/maternity for in-depth resources for every stage of pregnancy, labor and delivery, and your baby’s first few weeks at home. Come back often for articles, checklists, videos, virtual tours of our maternity wards, and more.

Compass, our Employee Assistance Program

Compass provides professional and confidential assistance in many areas including blended and stepfamily issues, child and adolescent counseling, effective parenting strategies, family counseling, caregiver counseling and more. Through the EAP, you can find information and assistance with everyday challenges such as:

- Pregnancy and adoption, including prenatal care, birthing options, breastfeeding and domestic or international adoption resources
- Childcare and parenting, including care options, centers, in home care, child safety and other parenting resources
- Education, including pre-K to college, financial aid, scholarships and special needs programs
- Online articles and resources to assist with every stage of parenthood
- Assistance finding services like early childhood prevention programs, daycare, parenting groups, after school programs or special needs programs

Visit <https://member.magellanhealthcare.com> to learn more.

Paid Parental Leave

ADT offers our maternal, paternal and adoptive parents four weeks of Paid Parental Leave at 60% of your base pay rate. This benefit is designed to give new parents the time they need away from work, letting them focus on their family after the birth or adoption of a child.

Parental Support — RethinkCare

Support for caregivers who care for children of all ages with developmental disabilities or learning, social or behavioral challenges.

- Online trainings to teach caregivers skills
- Caregiver teleconsultations — Consultations for caregivers with Board Certified Behavior Analysts (BCBA) and other experts
- Online platform — 24/7 access to e learning tools and resources such as video based training, tracking, support, care coordination and resources
- Advocacy and school system navigation support

Visit rethinkbenefits.com/adt (Enrollment Code: **ADT**) or call [800-714-9285](tel:800-714-9285) for more information.

Autism Support

All medical plans offered include Applied Behavior Analysis (ABA) Therapy as well as Occupational, Physical and Speech Therapy for Autism Spectrum disorders (ASD) and other behavioral health disorders.

Daycare Discounts

ADT partners with KinderCare to provide a 10% Child Care Tuition Benefit. The discount applies to the standard weekly or monthly community tuition rates for full-time or part-time childcare services for any child (by birth, adoption, guardianship, or stepchild).

The benefit provides access to over 1,500+ learning centers and 600+ before and after school programs with easy identification of KinderCare Centers nearest to you. To learn more, visit kindercare.com/adt, call [888-525-2780](tel:888-525-2780) or schedule a virtual tour with the Center Director.



Financial Security

Financial health and security are a critical part of overall wellness and at ADT we provide a multitude of benefits to protect your financial well-being including retirement benefits, life and disability insurance, legal insurance, identity theft coverage as well as no cost financial planning with experts who can assist you with LGBTQ+ planning matters.

Retirement Plan

ADT contributes \$0.50 for every dollar you contribute, up to the first 5% of your eligible pay on a per-paycheck basis. An additional contribution of \$0.50 for every dollar you contribute, up to the first 5% of your eligible pay will be provided after year-end if you meet certain eligibility conditions.

Employees may take a Qualified Birth or Adoption Distribution from their vested 401(k) balance of up to \$5,000 per child within a 1-year period beginning on the date of birth or adoption. Any amount withdrawn will be included in the employees taxable income, but will not be subject to the 10% excise tax on premature distributions.

Life and Accident Insurance

These coverage options provide financial protection for you, your spouse/domestic partner, and any dependent children.

Buying or Selling a Home

Whether you're looking to buy a new home, selling the one you have or simply do some remodeling, our partner Fidelity has a wide range of referral services through [Fidelity NetBenefits](#).

Financial Services

Magellan Money Coach. Meet with a Money Coach for up to three 30-minute telephone consultations per topic, per year. Money Coaches have an average of 22 years of relevant professional experience and several certifications. They provide confidential, unbiased guidance to help you get into good financial shape; they don't sell products. Get support for concerns such as debt and credit, spending and saving, maternity leave, large purchases, caring for parents and more. Visit member.magellanhealthcare.com or call [800-891-2273](tel:800-891-2273).

As an ADT employee, you automatically have access to **Kinecta Federal Credit Union** by calling 800-854-9846. When you join Kinecta Federal, you have low rates on loans and credit cards with higher rates on savings; access to 30,000 surcharge-free ATMs and 5,000 shared branches; checking, savings, share certification and money market accounts, and much more!

Legal Services

Avvo, through **Fidelity NetBenefits**, is a free online directory that provides easy access to search for specialized and experienced attorneys addressing many different needs including divorce and mediation. They are one option to help you find and evaluate an attorney to help you through legal situations where you need professional help.

Magellan, our EAP partner, provides one free 60-minute consultation per issue, per year, on the phone or in person with an in-state attorney to help you determine a suitable method to resolve the legal issue. Discounts for ongoing services for estate planning, family law and document preparation are available. Visit <https://member.magellanhealthcare.com> or call [800-891-2273](tel:800-891-2273) to learn more.

The ARAG Assistance Plan offers two coverage options where you can work with an in-network attorney who will provide legal advice, prepare documents, and provide legal representation. Premium and active election required during Benefits Enrollment via [MyADTHR](#).

Identity Theft Protection

You have a choice of two coverage levels with **Norton LifeLock** — Benefit Essential and Benefit Premier. Both plans offer many of the same identity protection services, but the Benefit Premier plan includes home title monitoring, unusual charge alerts for credit cards and other additional services. Essential and Premium election required during Benefits Enrollment via [MyADTHR](#).

IDnotify, powered by Experian, the world's largest credit bureau, provides a way for you to take control of your personal data. Three exclusive plans for Fidelity users that allow you to select the best level of identity protection for you and your family. Visit NetBenefits.com/IDProtectionHelp for more information.





Mental Health, Advocacy and Concierge Resources

Mental Health

Compass — ADT's Employee Assistance Program (EAP) offers 24/7/365 confidential emotional support for issues such as anxiety, depression, stress, grief, and relationship conflicts, and more. Call [800-891-2273](tel:800-891-2273) or go to Member.MagellanHealthcare.com (company name: ADT). Members have seven free counseling sessions available per problem per 12-month period. On the website you'll also be able to access Magellan's Digital Emotional Well-being program through NeuroFlow to help you take control of your whole health — life, mind and body — through relaxation and mindfulness techniques, strength building activities, behavior tracking, well-being assessments, and self paced therapy modules.

Magellan Lifestyle Coaching will define and reach your goals with the support of a coach. Coaches can help with personal improvement, healthy eating, weight loss and more. Meet with a coach by phone or video for up to six individual, confidential sessions per goal, per year.

WebMD Health Services Health + Well being Blog: webmdhealthservices.com/blog

Health Advocate

The free Health Advocate service can help you find doctors, make appointments, deal with your insurance company by resolving billing and claims issues, help you understand your medical coverage, and more. Regardless of medical enrollment, the service is available to all benefit eligible team members, their spouse/domestic partner, their dependent children, and their parents and parents-in-law. Call [866-695-8622](tel:866-695-8622) or go to HealthAdvocate.com/adt.

Credence CareGuides

Care Guides make navigating your healthcare stress-free. They are expert advisors who can assist you with using everything your health coverage and employer-sponsored benefits offer as well as help you save on medical spending.

Surest Clinical Advocacy

Their clinical team can assist you with using your Surest health coverage by guiding and directing you to the best care possible and help with any questions you have concerning your plan.

Telemedicine

For Credence Blue Cross and Blue Shield Members:

If you are enrolled in a Credence medical plan, you have access to telemedicine.

Telemedicine is a free service offers 24/7 access to U.S. board-certified doctors through the convenience of phone or video. Services include general medical (PPO or HDHP), mental health and dermatology. Schedule your convenient low-cost virtual appointment with doctors online or through the app for non-urgent medical needs:

- for allergies, cough/cold/flu, migraine, sore throat, sinus problems, and more anytime — day or night.
- Speak confidentially with a licensed therapist who will assist with anxiety, depression, family/marriage issues, substance abuse, grief, and more.
- Upload images of your skin condition such as eczema, psoriasis, acne, and more and a board-certified dermatologist can provide a diagnosis and treatment plan usually within 2 business days.

Schedule your virtual [Doctor On Demand](#) appointment today.

For Surest members:

Virtual providers such as Doctor on Demand & KHealth allow you to connect with board-certified doctors right from your phone, tablet, or computer on-demand or by appointment. For more information, log into your Surest app and search for Virtual Care for more detail.

For Kaiser Permanente members:

If you are enrolled in a Kaiser medical plan, call the advice number on your Kaiser Permanente ID card to speak with an advice nurse or to schedule a telephone or video appointment with your doctor. You can also email your doctor for non-urgent concerns. If you cannot find your card, visit kp.org/getcare, choose your region, and click on “24/7 advice.”





Other Resources and Contacts

EmployeeAccess

If you have questions regarding the ADT benefit programs and policies, please reach out to EmployeeAccess at [888-833-1839](tel:888-833-1839). Representatives are available Monday through Friday 8:00 am — 6:00 pm ET, except on holidays.

Resources

To view benefit videos, download important documents and view all vendor contact information, visit the **MyADTRewards** tile of [MyADTHR](#).

Show support or your own interests by adding gender pronouns (e.g., He. Him. His; She. Her. Hers; They. Them. Theirs.) to your email signature.

We strive to create a workplace where every team member feels valued and empowered. At ADT, we believe that everyone deserves to feel safe including our employees.

LGBTQ+ National Help Center

<https://lgbthotline.org/>

Free, confidential peer-support, information and local resources.

LGBTQ+ Support

[866-488-7386](tel:866-488-7386) or **Text 'START' to 678-678**

Free, private, 24/7 crisis support for LGBTQ+ youth and their loved ones.

<https://www.thetrevorproject.org>

Trans Support

[877-565-8860](tel:877-565-8860)

Free, private, 24/7 peer support for trans people, even if you're not in crisis or if you're not sure you're trans. Support is provided by trans or nonbinary peers.

<https://www.translifeline.org>

Crisis Textline

Text 'HOME' to 741-741

Free, 24/7 support via text message. Get help with anxiety, depression, suicide, school, crises, and more.

<https://www.crisistextline.org/>

Suicide Prevention

Call or Text 988

Free, private, 24/7 help for people in crisis or thinking about suicide. Access crisis support and prevention tools for you and your loved ones. Support is available in multiple languages.

<https://www.suicidepreventionlifeline.org>

This guide highlights different benefits that support LGBTQ+ team members and is not intended to be a comprehensive document. For a summary of the benefit plans, programs, and policies offered at ADT, visit [MyADTHR](#). In the event there is a conflict between this guide and official plan documents, the plan documents will control.