

# PREPARING FOR PARENTHOOD?

## WE'VE GOT YOU COVERED!

Transitioning into parenthood is one of the most rewarding, yet challenging, things you will ever do. At Ryan Specialty Group, we want to support you as you embark on this new adventure.

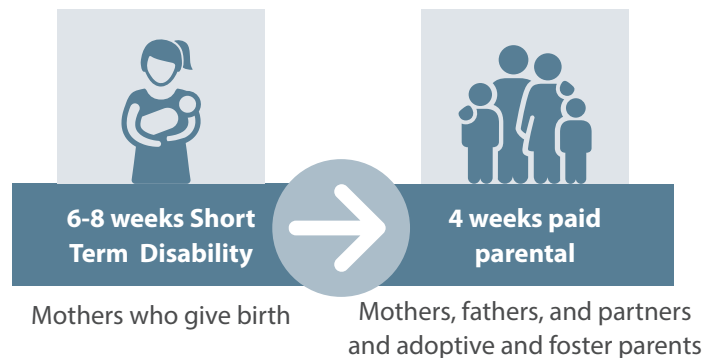
### Bonding with Your Baby

The months following the birth of a child is your time to bond with baby, develop your parental skills, and possibly help your partner transition into parenthood, too. We provide 4 weeks of job-protected leave for the birth, adoption, or legal placement of a child in addition to any approved short-term disability period.

- If you are eligible for Short Term Disability (STD), for example a new mom, your parental leave can be taken within the first six-months from the date of birth following the approved disability period. Typically Short-Term Disability is 6 to 8 weeks.
- If you are not eligible for Short Term Disability, for example a new dad or adopting a child, your leave may be taken at any time during the 6-month period immediately following the birth, adoption or placement of a child in minimum 1 week increments.
- Any unused paid parental leave will be forfeited at the end of the 6-month time frame.
- Parental leave runs concurrent with Family Medical Leave Act (FMLA). FMLA allows leave up to 12 weeks.
- This benefit applies to all regular, full-time employees scheduled to work at least 30 hours per week.

### Fertility Coverage

Did you know? Our medical plan with Blue Cross and Blue Shield of Illinois (BCBSIL) provides fertility coverage to you and your covered family members. Reach out to BCBSIL for specific coverage information.



## Ovia Health

At no cost to employees enrolled in the RSG medical plan, Ovia Health provides maternity and family apps to support you throughout the entire parenthood journey. The cycle trackers, maternity specialists, career support, personalized articles, unlimited coaching with registered nurses, and postpartum support is there for you every step of the way. Download the Ovia Health mobile app from the Apple store or Google Play. During sign-up, choose “I have Ovia Health as a benefit” then select BCBSIL as your health plan and enter Ryan Specialty Group.

## Adoption Assistance

Adopting a child can be expensive. Our adoption assistance program is here to help you and includes the following benefits.

- Reimburses 80% of expenses relating to adoption, up to \$5,000
- Reimburses 80% of expenses relating to special needs adoptions, up to \$10,000
- Expenses may include but are not limited to:
  - Public or private agency fees
  - Medical costs
  - Court costs and legal fees
  - Transportation costs
  - Foreign adoption fees

## Milk Stork: Breast Milk Delivery Service For Traveling Moms

As a mother of an infant, traveling can be stressful. It can be even more stressful if you're breastfeeding and trying to ensure baby has your milk when you're not home. Milk Stork provides refrigerated, express shipping, or easy toting of breast milk home to your baby while you are traveling. Simply call Milk Stork, pay for the service directly, and then we will issue you a 100% reimbursement for business travel, up to \$500 per calendar year.



Human Resources

[HR@ryansg.com](mailto:HR@ryansg.com)



VOYA

(Leave and Disability Requests)

**888.973.3652**



Milk Stork

**877.242.1306**

[info@milkstork.com](mailto:info@milkstork.com)



BCBSIL

(Fertility Coverage)

**800.828.3116**



Benefit Resource

(Adoption Reimbursement)

**800.473.9595**



BenefitFocus Portal

Add newborn within 30 days



Ovia Health

**888.421.7781**

Remember to add your new child to coverage within **30** days!