



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, WE WANT TO SUPPORT YOU AS YOU EMBARK ON THIS NEW ADVENTURE.

Bonding with Your Baby

Becoming a new parent is a special time in your life, and can also mean you have to develop your parental skills, or help your partner transition into parenthood, too. We provide 8 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 6 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. You must be an active employee at the time of the birth or adoption to qualify for the benefit.

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.



6-8 weeks
Short Term Disability



8 weeks
paid parental leave

Mothers who give birth

Mothers, fathers, and partners and adoptive and foster parents

RYAN
SPECIALTY



Ovia Health

At no cost to employees enrolled in the Ryan Specialty 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
 - Foreign adoption fees
 - Court costs and legal fees
 - Medical costs
 - Transportation costs

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



VOYA (LEAVE AND DISABILITY REQUESTS)

888.973.3652



MILK STORK

877.242.1306
info@milkstork.com



BCBSIL (FERTILITY COVERAGE)

800.828.3116



HSA BANK (ADOPTION REIMBURSEMENT)

855.731.5220



ALIGHT PORTAL

Add newborn within 30 days



OVIA HEALTH

888.421.7781

Remember to add your new child to coverage within **30** days by logging into the Alight Portal or contact **833.964.3574**.