



Your Kindbody Benefits Guide

Fertility benefits
through Kindbody.

Sponsored by

Medtronic

kindbody

employeebenefits@kindbody.com

1-877-496-4283

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Welcome to Kindbody.

Kindbody believes that everyone should have access to high-quality and affordable fertility and family-building care.

Through your Kindbody benefit, you have access to fertility services like egg/embryo/sperm freezing, IVF and IUI. You'll receive best-in-class care at clinics that are modern, warm, and welcoming, and a dedicated Care Navigation Team - available to guide you through your journey and give you peace of mind, every step of the way.



Dr. Aimee Seungdamrong
Kindbody REI

Your Eligibility and Coverage

WHO IS ELIGIBLE FOR THE KINDBODY BENEFIT?

Medtronic offers Kindbody as your fertility services benefit. Employees, spouses/ domestic partners, and adult children, enrolled in Medtronic's medical plan with BCBS, Bind, HealthPartners or UHC are eligible for Kindbody.

To access your fertility benefits under your medical plan and sign up for a Kindbody account, please see the "Sign-Up For Your Benefit" section on page 5. Once you have signed-up, you will become a Kindbody member with access to all Kindbody services and the following coverage.

COVERAGE OVERVIEW:



Up to a lifetime benefit maximum of three (3) fertility cycles (aka KindCycles), such as egg freezing, embryo freezing, IVF, or IUI



Fertility medication coverage as part of KindCycle coverage through Schraft's Pharmacy



Up to one (1) year of storage covered with applicable KindCycle

As a Kindbody member, you also receive access to exclusive Kindbody rates at Kindbody Signature Clinics for any non-covered Kindbody services, inclusive of any services utilized after your benefits coverage maximum has been met.

Note: Fertility services and related medications are subject to medical plan cost share, co-pay and deductibles.

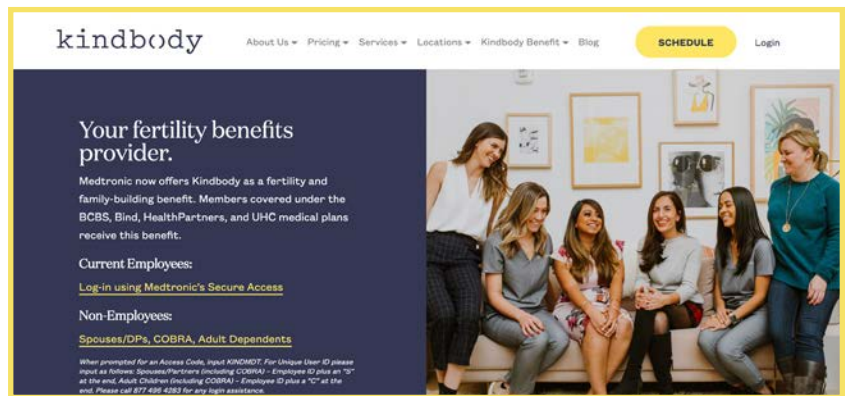
Sign-Up For Your Benefit

YOUR KINDBODY PORTAL

To sign-up for your Kindbody benefit please go to kindbody.com/medtronic-benefit.

Please call **1-877-496-4283** for any login assistance.

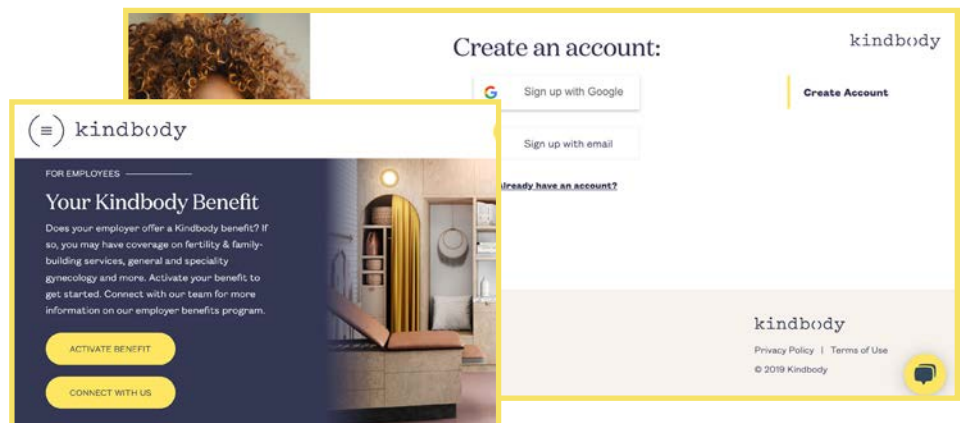
1. Head to kindbody.com/medtronic-benefit.



2a. If you are the Employee click on Log-in using Medtronic's Secure Access, fill in your personal details, then proceed to Step 4.

**Note: Single-sign-in is used for security and convenience. Please note that no one at Medtronic will have access to your specific personal information.*

2b. If you are a Spouse, Domestic Partner, COBRA Member or Adult Dependent, click on "Spouses/DPs, COBRA, Adult Dependents".



The Kindbody Experience

YOUR KINDBODY PORTAL

Once you have registered for your Kindbody benefit, you'll have access to a variety of tools, both online or via your Care Navigation Team. Both help you learn more about your benefit information, treatment options and process, book appointments and more.



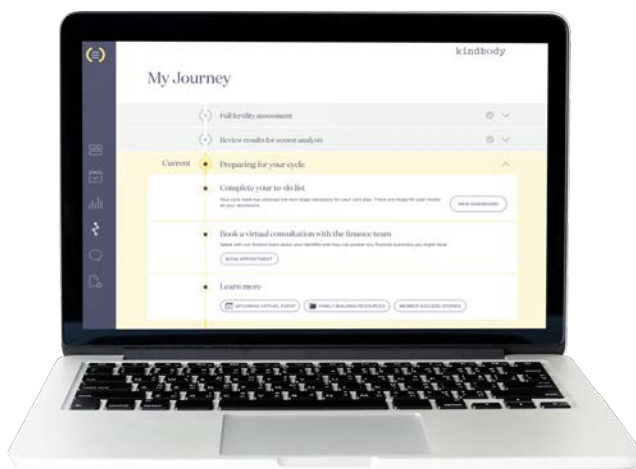
Through your **Kindbody Portal**, you can:

- Review your employer benefit coverage
- Schedule an appointment virtually or at a nearby clinic
- Message securely with your Care Navigation Team
- Review results and next steps for your care plan
- Access educational content and video tutorials
- Access videos for medication injections

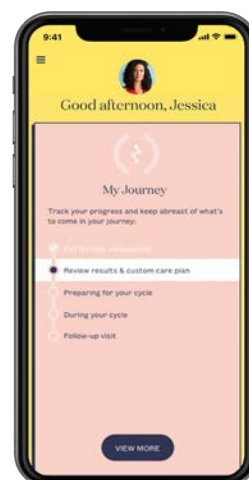


Your **Care Navigation Team** will help you:

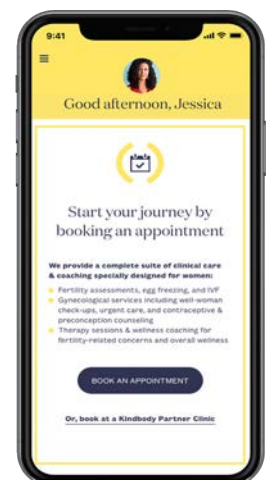
- Understand your coverage options
- Navigate your journey
- Support and direct you on how to access care when you need it
- Assist in booking appointments
- Troubleshoot any billing or technical issues



Kindbody Patient Portal Dashboard



Kindbody Mobile Patient Portal

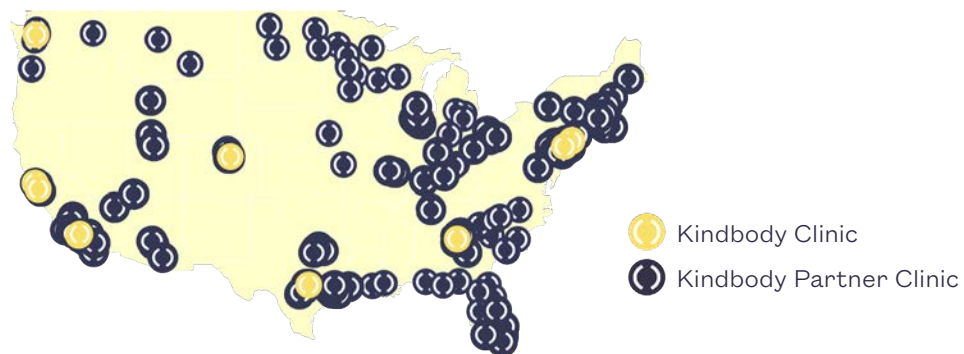


Finding A Care Location

ACCESSING YOUR BENEFIT INFORMATION

With your Kindbody benefit, you have access to fertility services at Kindbody clinics and a network of high quality partner clinics. Kindbody clinics are located in major cities across the US.

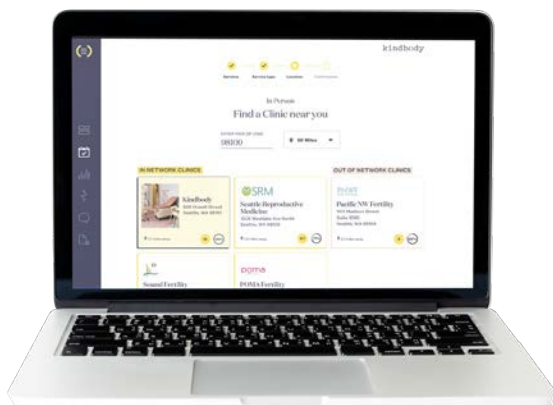
In addition to our wholly-owned clinics, we have curated a network of Partner Clinics that provide top-notch fertility care accessible to you in over 200+ locations nationwide.



You can access information on where to obtain fertility & family-building services via the Kindbody portal after you've created your account:

kindbody.com/medtronic-benefit.

You can search for a clinic location closest to you.



For more information on benefit coverage and costs specific to your plan, please contact your care navigation team at employeebenefits@kindbody.com.

Fertility Cycles

You are eligible for up to three (3) KindCycles per lifetime under your Kindbody benefit. You will be eligible to receive the full three (3) KindCycle coverage per lifetime beginning on August 1, 2021.

WHAT IS A KINDCYCLE?

A KindCycle is how Kindbody defines different service packages allotted within your benefit. We have included a breakdown of what is included in each KindCycle under the “Coverage Overview” section above (page 4).

Different services amount to different portions of your three (3) KindCycle limit. The illustrations below will show you how different services count towards your three (3) KindCycles.

IVF Fresh

1 Full KindCycle

IVF Frozen*

1 Full KindCycle

*Freeze All + Frozen Embryo Transfer

Frozen Embryo Transfer

1/4 of KindCycle

Embryo Freezing*

3/4 Full KindCycle

*Includes PGT when applicable

Egg Freezing

1/2 of KindCycle

Intrauterine Insemination (IUI)

1/4 of KindCycle

Egg Thaw, Fertilization, & Transfer

1/2 of KindCycle

Egg Thaw, Fertilization, & Re-Freeze*

1/4 of KindCycle

*Includes PGT when applicable

Fertility Cycles

Kindbody's mission is to provide total transparency into your fertility and family planning benefit. Your Care Navigation Team will work with you to ensure you understand all the services covered under your plan. The following services are available through Kindbody, subject to plan design:

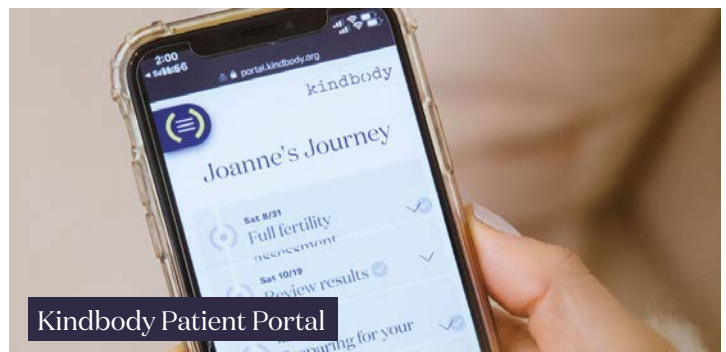
IVF FRESH KINDCYCLE

1 Full KindCycle

- Cycle prep and initial testing
- Lab tests and ultrasounds while you are in an active treatment cycle
- Semen analysis
- Cycle management
- Retrieval (Follicular Aspiration)
- Anesthesia
- Egg identification
- Semen wash and prep
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyte culture
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB Ultrasounds
- Preparation and cryopreservation of embryos/sperm
- Storage of cryopreserved embryo(s) for one (1) year



Kindbody Exam Room



Kindbody Patient Portal

Fertility Cycles

EMBRYO FREEZE-ALL KINDCYCLE



3/4 of KindCycle

- Lab tests and ultrasounds while you are in an active treatment cycle
- Cycle management
- Retrieval (Follicular Aspiration)
- Anesthesia
- Egg identification
- Semen wash and prep
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation and cryopreservation of embryos/sperm
- Storage of cryopreserved embryo(s) for one (1) year
- Preimplantation Genetic Testing (PGT)

FROZEN EMBRYO TRANSFER (FET) KINDCYCLE



1/4 of KindCycle

- Cycle management
- Lab tests and ultrasounds while you are in an active treatment cycle
- Embryo culture lab
- Assisted hatching
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB Ultrasounds
- Storage of cryopreserved embryo(s) for one (1) year

Fertility Cycles

INTRAUTERINE INSEMINATION (IUI) KINDCYCLE

1/4 of KindCycle

- Cycle management
- Lab tests and ultrasounds while you are in an active treatment cycle
- Complex sperm preparation
- In office insemination
- Three (3) beta hCG pregnancy tests
- Two (2) OB Ultrasounds
- Cryopreservation of sperm with storage for one (1) year - if applicable
- Donor sperm management, when applicable

EGG THAW, FERTILIZATION & TRANSFER

1/2 of KindCycle

- Cycle management
- Lab tests and ultrasounds while you are in an active treatment cycle
- Egg thaw
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation of embryos for transfer
- Embryo transfer with ultrasound guidance
- Three (3) beta hCG pregnancy tests
- Two (2) OB Ultrasounds
- Cryopreservation and storage of cryopreserved embryo(s) for one (1) year



Fertility Cycles

EGG THAW & FERTILIZATION W/ EMBRYO BANKING

1/4 of KindCycle

- Cycle management
- Egg thaw
- Complex sperm preparation
- Egg fertilization/insemination
- Intracytoplasmic sperm injection (ICSI)
- Embryo culture lab
- Assisted hatching
- Blastocyst culture
- Preparation and cryopreservation of embryos
- Storage of cryopreserved embryo(s) for one (1) year
- Preimplantation Genetic Testing (PGT)



Kindbody Laboratory Services

Fertility Preservation Cycles

EGG FREEZING KINDCYCLE



1/2 of KindCycle

- Cycle management
- Lab tests and ultrasounds while you are in an active treatment cycle
- Retrieval (Follicular Aspiration)
- Anesthesia
- Egg Identification
- Preparation and cryopreservation of eggs
- Storage of cryopreserved egg(s) for one (1) year

SPERM FREEZING KINDCYCLE



1/4 of KindCycle

- Semen Analysis
- Cryopreservation of sperm
- Storage of cryopreserved sperm(s) for one (1) year



Additional Fertility Services

PREIMPLANTATION GENETIC TESTING

PGT Testing is included as part of any applicable cycle for no additional cycle value.

- Biopsy (done by your fertility provider)
- Specimen shipping (your provider to the genetic laboratory)
- Embryo Analysis (done by the genetic laboratory)

Biopsy Applicable to:

- PGT-A
- PGT-SR
- PGT-M **Additional authorization and costs may apply*

DONOR KINDCYCLES

When donor sperm, eggs, embryo's, gestational carrier and/or surrogate are utilized, the medical costs associated with your treatment will be covered under the KindCycles listed above. There may be coverage under the Medtronic Adoption, Donor and Surrogacy Reimbursement Policy for donor or surrogate expenses.

CANCELLED KINDCYCLES

In the instance a KindCycle is not completed, your KindCycle value will be adjusted based on the point of cancellation.

For example:

- Embryo Freeze cancelled after retrieval, with no viable embryos = ½ Kindcycle

Diagnostic Testing

Diagnostic testing related to fertility is typically covered through your major medical insurance and applicable to your co-pay, deductible and out-of-pocket expenses. In the instance where major medical does not cover your services, your Kindbody Benefit Coverage will cover the following services (where applicable):

INITIAL ASSESSMENT

- New Patient Office Visit
- Transvaginal Ultrasound

MALE FACTOR TESTING

- Semen Analysis

ADDITIONAL TESTING

- Saline Sonogram
- HSG
- Hysteroscopy
- ERA - monitoring and biopsy only, analysis is not covered
- Endometrial Biopsy
- Diagnostic Hormone Blood Work

For specific questions related to diagnostic testing coverage and cost, please contact us through your patient portal.

Fertility Medications

Your fertility medication goes hand-in-hand with your fertility treatment and will be handled through your coverage with Kindbody. Your medication allotment is defined in the “Coverage Overview” section on page 4. Medical plan cost share applies to fertility medication.

HOW DOES THIS WORK?

1. Your treating physician determines your course of treatment and sends your prescriptions to Kindbody’s pharmacy partner, Schraft's Pharmacy
2. A representative from Schraft’s Pharmacy will contact you directly to coordinate overnight shipping
3. You will receive a Kindbody Medication Box with instructions - for additional support, go to your portal for video instructions on how to administer your medications

The medications that fall under your fertility coverage are listed here:

Drug Name & Dosage

Androgel (Testosterone gel)	Ganirelix
Clomiphene 50mg tablet	Hydroxyprogesterone
Crinone 8%	Letrozole 2.5MG TAB
Delestrogen 10mg/cc	Leuprolide acetate 1MG/0.2ML KIT
Delestrogen 20mg/cc	Lo LoEstrin
Desogestrel/ethinyl estradiol	Lupron Depot 3.75
Endometrin 100mg insert	Lupron Trigger (80 units) 1mg/0.2ml
Estradiol (VIVELLE-DOT) 0.1MG/24HR PAT	Makena
Estradiol TD SYSTEM 0.1MG/24HR PAT	Menopur 75iu vial
Estradiol 1 mg	Levonorgestrol/Ethinyl Estradiol
Estradiol 2 mg	Novarel 5,000iu
Estradiol Valerate 20mg/cc	Etonorgestrol/Ethinyl Estradiol Ring
Estradiol Valerate 40mg/cc	Omnitrope <small>Authorization required</small>
Estradiol (CLIMARA) 0.1MG/24HR PAT	Ovidrel 250mcg
Follistim AQ 300iu	Pregnyl 10k
Follistim AQ 600iu	Progesterone in Oil 50MG/ML INJ
Follistim AQ 900iu	Trelstar

If a medication is prescribed and not listed in the above chart, please contact our team in your patient portal with any questions.

Third Party Reproduction Benefits

Separate from the Kindbody benefit, Medtronic offers reimbursement for third party reproduction services. Please see the Medtronic Adoption, Donor and Surrogacy Reimbursement Policy for additional information.

To support you in your third party reproduction journey, Kindbody has partnered with several organizations and resources to help navigate the process:

- Reproductive Lawyers
- Sperm Banks
- Frozen Donor Egg Bank
- Surrogacy and Gestational Carrier Agencies
- Adoption Agencies

For more detailed information on how to get started, reach out to a Care Navigator at employeebenefits@kindbody.com.

FAQs

BENEFIT INFORMATION

WHAT IS A LIFETIME MAXIMUM?

A lifetime maximum is the total amount of cycles available to you to use over the course of your coverage lifetime. It works like a “bank account” where you start with a certain amount of cycles, and each time you do a service, the value of that service is deducted from your total bank balance.

WHAT IS A COST-SHARE?

A cost-share is how much you, as the patient, are required to pay before your coverage is active. Depending on your specific coverage plan, your fertility treatments may apply to your co-pay, deductible and out-of-pocket max (OOPM) like any other major medical plans and once you reach your OOPM, your KindCycle services will be covered in full.

WHAT IF I EXHAUST MY BENEFIT MAXIMUM UNDER MY KINDBODY COVERAGE SPONSORED BY MY EMPLOYER?

You can continue to obtain treatment at self-pay rates. As a Kindbody Member, you will receive exclusive Kindbody rates on any non-covered services at signature Kindbody clinics.



Kindbody NYC Flagship

FAQs

HOW DO I OBTAIN FERTILITY TREATMENT FROM A KINDBODY PARTNER CLINIC?

Kindbody has partnered with a number of fertility clinics in your area. Please log into your Kindbody account and search for a clinic near you. If you do not see a clinic near you, or are already receiving treatment at another clinic, please contact Kindbody at **1-877-496-4283** and we will assist in navigating you to the right place.

WHAT IF I ALREADY STARTED MY TREATMENT AND HAVE NOT REGISTERED FOR MY KINDBODY BENEFIT?

Please contact Kindbody right away. You must coordinate your fertility care with Kindbody prior to starting treatment in order to guarantee coverage. Your Care Navigator will work diligently to verify coverage and provide next steps. Eligibility for coverage is dependent on clinic location and services received.

WHAT IF I AM NO LONGER ELIGIBLE FOR THE KINDBODY BENEFIT?

If you are no longer eligible for the Kindbody benefit, (e.g., you/ your partner are no longer employed by Medtronic), you will be responsible for the cost of any treatment and/or the annual storage fee at Kindbody's retail rates.

I RECEIVED A BILL FOR BLOODWORK FROM A LAB, IS IT COVERED?

Blood work completed during a fertility treatment is included in your KindCycle. If you receive a bill, please send a message through your portal to the billing team to review your charges. Do not pay the bill until you receive confirmation from Kindbody on next steps. Any lab work performed outside of your KindCycle treatment package will be billed to your major medical insurance plan. You may receive an invoice or Explanation of Benefits (EOB) from the lab with your member responsibility/cost share. Select partner clinics may use out-of-network labs. Confirm with your partner clinic which labs are in network for your medical insurance plan.

FAQs

CLINICAL INFORMATION

WHAT IS CONSIDERED FERTILITY MEDICATION?

Fertility medication is used as you embark on your Artificial Reproductive Technology (ART) cycle. If you have specific questions regarding a particular medication or brand being covered, please contact us.

WHAT IS THIRD PARTY REPRODUCTION?

Third Party Reproduction refers to the use of eggs, sperm or embryos that have been donated by a third person, known as a donor. A donor enables an individual or couple to become parents. Donor eggs, sperm or embryos are used in ART procedures like IVF or IUI. "Third Party Reproduction" also includes surrogacy - via traditional or gestational carriers.

WHAT IS CO-IVF AND IS IT COVERED?

Co-IVF, also known as Co-Maternity or Reciprocal IVF, is when one woman's eggs are used for a pregnancy in her partner's womb. Some couples find this appealing because it allows both mothers to physically participate in building their family.

Co-IVF is covered under your fertility plan when both individuals are covered under the plan. One partner would use $\frac{3}{4}$ cycle undergoing egg retrieval and embryo creation. The carrying partner would use $\frac{1}{4}$ cycle undergoing the embryo transfer.

Need help?

Contact your Kindbody support team at any time.

employeebenefits@kindbody.com

1-877-496-4283



Let's create a new
generation of health
and fertility care.

Together.

kindbody

employeebenefits@kindbody.com

1-877-496-4283