



LGBTQ+ Benefits Guide

One of our key commitments is ensuring that our healthcare offerings are accessible and inclusive to all of our employees. To help achieve this, we have developed an LGBTQ+ Benefits Guide that aims to provide our employees with the necessary tools and resources to access critical healthcare and support services. Below is a brief overview of our offerings.

Benefits

Family Formation

Our family formation benefits are designed to be inclusive of all types of families. We ensure equivalency in same- and different-sex spousal and domestic partner medical and soft benefits.

24/7 virtual care supporting adoption, infertility, and surrogacy is offered through Maven Clinic. In addition, Medallia provides financial assistance through Maven Wallet for eligible expenses up to a lifetime maximum of \$10,000.

HIV Services and Treatment

These healthcare offerings include screening and testing, as well as PrEP, PEP, and ART treatments.

Transgender-Inclusive Healthcare

We provide all of our employees with standard healthcare coverage, which varies across the globe. Our policy is to have at least one health insurance plan available to all Medallians that provides medically necessary healthcare services.



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Community

Employee Resource Groups

Medallia employee resource groups (ERGs) are given an annual budget to support their programming, philanthropy, and education initiatives. They are also supported by our Executive Sponsorship and ERG Leader Recognition program, which compensate our community leaders for their valuable contributions to our culture.

Q-Field, our LGBTQ+ ERG, focuses on building a community of support and safe spaces for all LGBTQ+ Medallians and allies.

Wellness

We're proud to partner with Modern Health, providing confidential mental health support by certified therapists and coaches. Modern Health providers support individuals of all communities and identities through culturally-centered care.

Policies

Our [LGBTQ+ Policy Guidelines](#) are in place to support employees who are going through transition. The transitioning employee is assigned to a transition team that creates a support plan, including ensuring all photos and name changes are updated within Medallia systems seamlessly on transition day.

On-Demand Training

[Courses and resources](#) are available to all Medallians that are focused on navigating gender identity, sexual orientation, and more in the workplace.

Partnerships

We continue to be a [Bronze Sponsor of The Trevor Project](#) (TTP), Q-Field's ERG Gift Matching Partner. TTP is the world's largest suicide prevention and mental health organization for LGBTQ+ youth.

Medallia