



Helping You  
Build Your  
*Family*

**Because how we build our family is unique to each of us,** Disney is introducing a new, all-inclusive, family building benefit that provides increased coverage for fertility, surrogacy and adoption, as well as new coverage for egg and sperm freezing.





### Family-Building Benefit Overview

Eligible Disney families (employee and/or enrolled spouse or domestic partner) now have access to expanded fertility and family-building coverage as well as new coverage for egg and sperm freezing. Disney will provide a \$75,000 lifetime maximum benefit that can be used toward certain costs related to fertility treatments, fertility preservation, adoption and surrogacy services.

### How Does the WIN Program Work?

WINFertility has more than 20 years of experience providing consultative services to patients for fertility treatment, egg and sperm freezing as well as prior authorization for coverage of fertility medications. Our Nurse Care Managers guide you through every step of your journey answering any questions about procedures and medications and connecting you to a behavioral health specialist when needed. WINFertility administers all family-building benefits and provides a wide range of care management services.



Personal Advocacy



Education



Clinical Care and Oversight



Emotional Support



In-Network Integration

## What's Included?



### Fertility, Egg and Sperm Freezing

- 24/7 access to a WIN Nurse Care Manager who can answer your questions, provide education, help you understand your treatment options and navigate your care
- Assistance selecting high quality providers in your Disney medical plan's network\* based on your individual treatment needs
- Education about pharmacy dosing, usage, storage, and medication side effects, which can help you maximize your infertility medication benefit
- Access to a behavioral health care manager to guide you through the emotional challenges that often come in building a family

### Adoption and Surrogacy Assistance

- Education and advice on adoption and surrogacy process
- Recommendations or referral to experienced agencies
- Nurse and behavioral health consultations available to expecting parents and those wanting to understand a surrogate's journey
- Collection, review and authorization of claims



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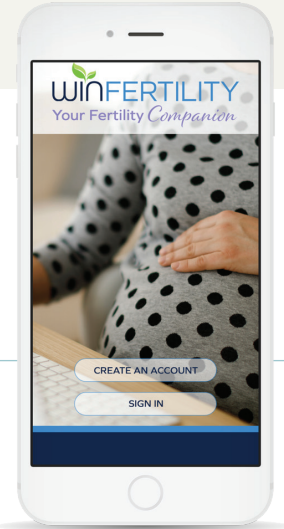
\* If you are enrolled in the Kaiser HMO or either HMSA medical option, contact WINFertility directly regarding fertility benefits rather than your medical plan.





## WINFertility Companion App: Your Fertility on the go!

Download the WIN Companion mobile app for quick access to your benefits on the go.



### Eligibility & Tax Implications

#### Who Can Access Disney's Family-Building Benefits?

Eligibility: Regular full-time employees eligible for Disney medical benefits; Full-time project supplemental employees enrolled in a Disney medical plan and Part-Time employees enrolled in Disney medical coverage under the Affordable Care Act are eligible for fertility services only.

You must be enrolled in a Disney medical option to be eligible for fertility services, and some benefits included in the lifetime maximum may be taxable.

#### Understanding the Taxes

A surrogacy or adoption claim reimbursement, and certain elective fertility benefits, may be considered taxable by the IRS. Disney will withhold and report all applicable taxes and deductions on benefits paid to you. We recommend that you consult with your tax advisor as there may be tax implications you should be aware of.

### How To Get Started

To learn more visit [managed.winfertility.com/Disney](https://managed.winfertility.com/Disney) or download the WIN Companion mobile app in the Apple or Google Play app stores. Use employer code **DSNY20**.

CALL 1-833-439-1520  
To access your benefit today.

