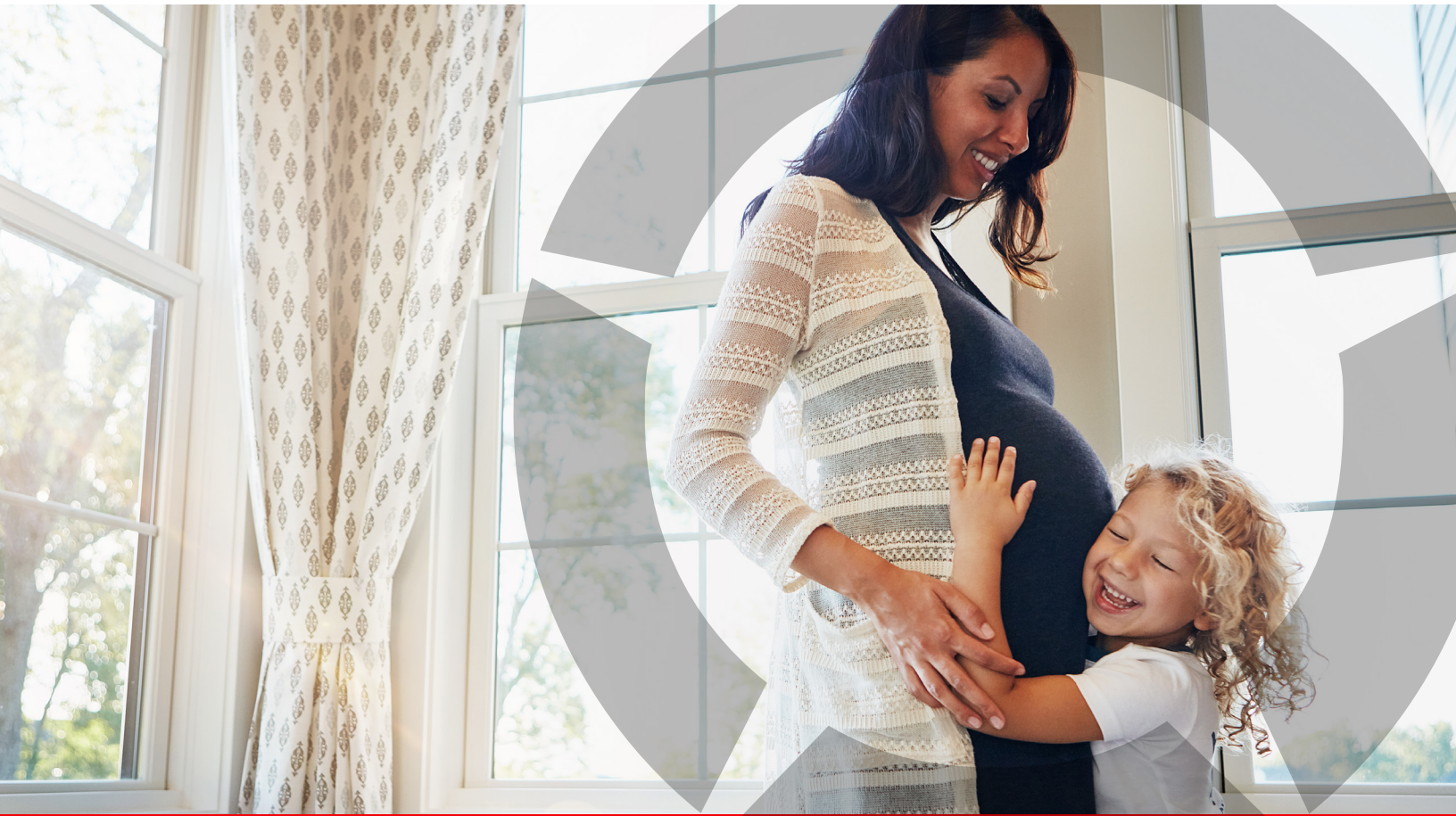




Maternity Support Guide

If you're thinking about having a baby or have one on the way, you may have a lot of questions. We offer support for you and your family at every step — mind and body. Explore all that's available as part of your benefits throughout this guide. There's no additional cost to use these resources.



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Maternity Support Program



Enroll in the Maternity Support Program.



Call:
1-833-719-1700



Visit:
myuhc.com/maternity

New babies can bring a lot of excitement and joy. They can also bring a lot of questions. Get support throughout your journey with access to an experienced maternity nurse and helpful online maternity courses.

UnitedHealthcare Maternity Support

As part of your CCCI benefits, you and your covered dependents have access to the UnitedHealthcare Maternity Support Program, available at no additional cost.

Start by calling **1-833-719-1700** to enroll. Once enrolled, you have access to a variety of online maternity courses, plus support from an experienced maternity nurse throughout your entire pregnancy (and up to 6 weeks after delivery). They'll reach out to schedule a time to speak with you. From there, they'll connect you with care, answer your questions and support you every step of the way.

A maternity nurse is trained to:

- Share information to help you care for your and your baby's health
- Help you choose a doctor or nurse midwife
- Support your physical, mental and emotional health — before and after birth
- Help you find a pediatrician or other specialist

Earn an incentive for participating

If you enroll in the Maternity Support Program and complete the post-delivery support program, you'll earn an incentive of:

\$1,000

if you enroll by week 20 of pregnancy

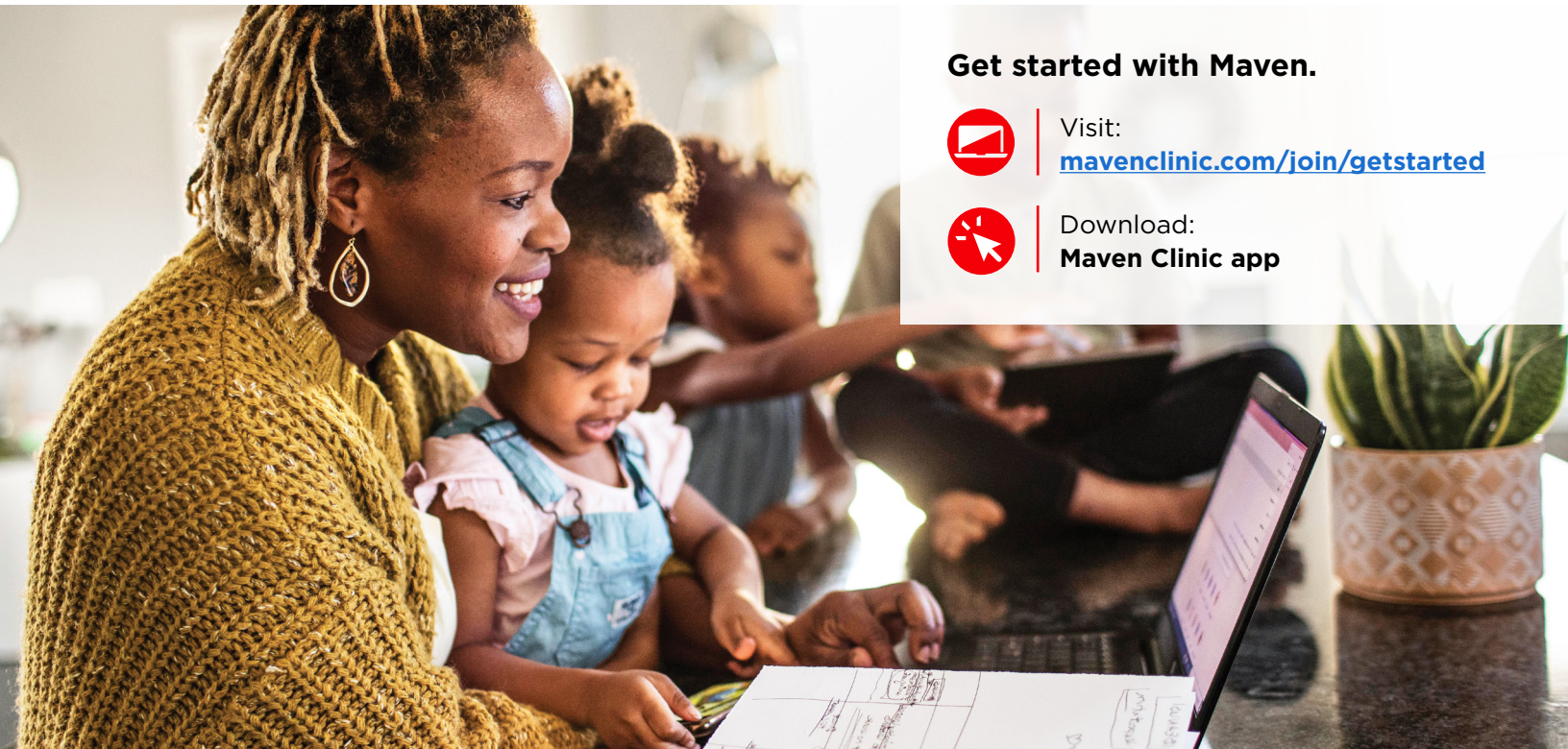
\$500

if you enroll at week 21 or up to week 39

Incentives will be paid into your Health Reimbursement Arrangement (HRA) or Health Savings Account (HSA) held at UnitedHealthcare. You can use those accounts to pay for out-of-pocket costs for care.



Maven Virtual Support



Get started with Maven.



Visit:

mavenclinic.com/join/getstarted



Download:

Maven Clinic app

Meet Maven. Free virtual support for those sleepless nights, first smiles, and everything in between.

For teammates and spouses enrolled in the UnitedHealthcare medical plan, Coca-Cola Consolidated offers free access to Maven®, your new virtual health benefit for pregnancy, postpartum, pediatrics, parenting and menopause support.

Maven gives you access to:



24/7 virtual appointments and messaging with more than 1,700 providers like ob-gyns, doulas, lactation consultants, mental health specialists, pediatricians and pelvic floor therapists.



A dedicated Care Advocate will help you make sense of your benefits and find the right Maven providers for you.



You can also access hundreds of expert-approved articles, drop-in classes and community forums, and on-demand classes.

Get support with things like:

- Creating your birth plan
- Breastfeeding or bottle feeding support
- Navigating infant sleep
- Returning to work
- Managing your mental health



Parental Leave Resources

When baby arrives, you'll surely want time to bond and settle in at home. These parental leave resources may help cover your wages, so you can take time off. Explore what's available now, and use the pre-leave checklist to start planning. The post-leave checklist can help you prepare for a smooth transition back to work too.

Paid parental leave

If you're a full-time teammate who has been employed by Coca-Cola Consolidated for at least 1 year, you qualify for paid parental leave. You can take 2 weeks of paid time off following the birth, adoption or guardianship of a child. The 2 weeks must be taken in a row. If you're out for short-term disability (STD) due to pregnancy, your paid parental leave will begin immediately after your STD ends.

Short-term disability

If you're a full-time benefit-eligible teammate who's pregnant, you'll qualify for STD. This benefit begins on day 8 after your baby is born. It pays some of your income while you're out.

- **Non-exempt teammates:** Your benefits will replace 60% of your base pay up to \$750 per week. Coca-Cola Consolidated will cover the full cost of group health and welfare premiums while you are out. This does not include HSA and FSA pre-tax funding.
- **Exempt teammates:** Your current pay and benefits will continue while you are out based on your years of service. Refer to the CCCI short-term disability policy for details.

Long-term disability (LTD)

All full-time benefit-eligible teammates receive basic LTD insurance paid for by Coca-Cola Consolidated. This coverage starts when an approved STD claim ends after 26 weeks. It provides income replacement of 60% of monthly earnings, up to \$10,000 per month.

Job protection while on leave

The Family and Medical Leave Act (FMLA) provides eligible teammates with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave. If applicable, FMLA will run concurrent with STD and paid parental leave.

Unum, our leave administrator, manages Family and Medical Leave Act (FMLA) eligibility and approvals. Review the full Leave of Absence Guide on My Total Rewards.



Request parental leave and/or short-term disability

File your request at portal.unum.com or by calling **1-866-868-6737**. After you submit your request, you'll receive an email confirmation.





Parental Leave Resources

Pre-leave checklist

With a baby on the way, there's a lot to think about, from stocking up on diapers to shopping for those adorable baby outfits. Use this checklist to make sure you take care of all the other essentials.

6-9 months prior to leave

- ☐ If you haven't already enrolled, sign up for the Maternity Support Program. (See **page 3**.)
- ☐ When you're ready, share the good news and your anticipated leave dates with your manager and team. Make sure you let them know if they can share your news with coworkers too.
- ☐ Block off time on your calendar to make sure you have time for doctor appointments.
- ☐ Decide if your baby will be covered on your insurance or will have other coverage.



3-6 months prior to leave

- ☐ With leave approaching, take time to create a plan for what will happen while you're away. Your work coverage plan may include:
 - Meeting with your manager to figure out who will cover your work while you're out and, if they're new to you, meeting them
 - Training your replacement, as needed
- ☐ Continue to work on your child care plan.
- ☐ Share your plans for leave with other teammates and any clients you communicate with frequently.



1-2 months prior to leave

- ☐ Finalize your leave plan and tell others about it.
- ☐ Request a leave of absence with Unum. (See **page 5**.)



Parental Leave Resources

Post-leave checklist

Just after birth or adoption day

On the day your baby arrives, you'll surely be busy and excited. We don't want you to miss a moment of that important bonding time, but do be sure to take care of the following soon after:

- ☐ Share your happy news with your manager and any teammates or clients you plan to tell directly.
- ☐ Notify Unum.
- ☐ Within 31 days of baby's birth, add your baby to your insurance policy on the My Total Rewards site.
- ☐ Check to confirm you are receiving pay as expected.
 - Non-exempt teammates: Confirm you are receiving pay from Unum.
 - Exempt teammates: Confirm your pay stubs include salary continuation.

All teammates receive paid parental leave directly from the company. Check your pay stubs to confirm the amounts.

Once you've done the above, enjoy spending time with your baby. You are **NOT** required to check in.

4-6 weeks prior to your return date

About a month before you return to work, take these steps.

- ☐ Contact your manager to share/confirm your return-to-work plan.
- ☐ Contact Unum to confirm your return-to-work date.
- ☐ Make sure you've arranged for child care or coordinated a care schedule with your family.

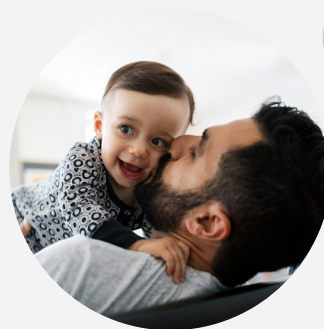
Have questions or concerns about short-term disability or paid parental leave payments? Contact Unum for assistance.



Call:
1-866-868-6737



Visit:
portal.unum.com





Mental Well-Being Support

Even in the midst of life's most exciting times, we all face tough moments. We may be dealing with infertility or pregnancy loss. Struggling to balance our own needs with our baby's. Or going through other challenges like relationship issues or caring for a parent. CCCI benefits offer support for it all.

Employee Assistance Program (EAP) by Magellan

Life can come with challenges anytime. And with a baby, life can definitely feel a bit overwhelming. Whether you're trying to figure out how to balance it all or you think you might be experiencing postpartum depression, your EAP is here for you. Call 24/7 to talk with someone about what you're going through. You can also get up to 8 visits with a professional counselor per issue, per year. They're available at no cost to you.



Call:
1-800-888-2273



Visit:
member.magellanhealthcare.com

Live and Work Well through UnitedHealthcare

Looking for a therapist? Wondering what your benefits cover? Find the answers at Live and Work Well. You can search for a provider, schedule in-person or virtual behavioral health visits, access online resources and more.



Call:
1-833-719-1700



Visit:
liveandworkwell.com
(access code: **CCCTeam**)



Calm Health

Access programs and tools designed to help you work toward goals like sleeping better, managing stress and being more resilient. Plus, get 24/7 access to guided meditations, sleep stories, soothing soundscapes and more.



Visit:
uhc.app/calm or the
UnitedHealthcare® app

Talkspace

When you have a new baby, getting out to counseling appointments can be tough. With Talkspace, you can connect with a licensed therapist right from the comfort of home, from your phone or desktop. No office visit required.*



Visit:
talkspace.com/connect



Well-Being Resources

Focusing on your well-being is important anytime. When you're pregnant, it's important for your baby too. If you want to stop using nicotine or have other health-related goals, support is available to help you make a personalized plan and stick with it.

Quit For Life*

Get the support you may need to stop tobacco with Quit For Life®. Receive nicotine replacement therapy recommendations, get coach support and access tips and resources — available at no additional cost.



Call: **1-866-QUIT-4-LIFE**
(1-866-784-8454), TTY **711**



Visit:
quitnow.net

One Pass Select*

During pregnancy, healthy choices can make a difference. With One Pass Select™, you get access to a large nationwide network of gyms and fitness locations, on-demand and live-streaming fitness classes and home grocery delivery.

There are 5 membership tiers, starting as low as \$10 per month for the digital-only option.



Visit:
onepassselect.com

Find child care through your EAP

Connect with your EAP to access a team that can help find the care option that best meets your family's needs — from in-home care to child-care centers, they can give you referrals to qualified providers. Your EAP can also provide resources for special-needs care or before- and after-school programs and educational activities once baby is older.



Call:
1-800-888-2273, TTY **711**



Visit:
member.magellanhealthcare.com





Getting regular checkups isn't just important during pregnancy. It's always a good way to help stay healthy. With preventive care, you can help reduce your risk of health conditions. You may also find little problems early — before they become bigger ones.

Annual wellness visits

Preventive care is covered 100% when you see a network provider. During your annual exam, your provider will likely:

- Talk to you about any routine biometrics screenings, such as blood pressure, blood glucose and cholesterol, if recommended for you
- Tell you if any vaccinations are recommended, such as the flu shot
- Let you know which cancer screenings are recommended for you, such as a cervical cancer exam or mammogram

To see which preventive care services are recommended for you, use the checklist.



Visit:
uhc.com/preventivecare

See your primary care provider (PCP)

A PCP is someone who'll get to know you, your habits and your health history. Be sure to choose a PCP you feel comfortable with. You can visit them for:

- Routine care like annual checkups
- Care when you're not feeling well
- Help managing health conditions
- Prescriptions, and more

Connect with UnitedHealthcare Customer Service to find a PCP or pediatrician.



Call:
1-833-719-1700



Visit:
myuhc.com



Virtual Care Options

Discover something unusual during a late-night diaper change? Need care after hours? With virtual care, you and your baby can see a provider without leaving home — or your pajamas. It's convenient and available for many non-emergency situations.

24/7 Virtual Visits

If you or your little one isn't feeling great and you aren't able to get an appointment with your PCP, consider 24/7 Virtual Visits. They let you see and talk with a doctor from the comfort of your home using your smartphone, laptop or other device. 24/7 Virtual Visits are ideal for minor medical needs such as:

- Bladder infections
- Eye irritations
- Bronchitis/coughs
- Sinus problems
- Colds, flu and fevers
- Sore throats



Visit:
myuhc.com



Tap:
[UnitedHealthcare® app](#)



What kind of virtual care might be right for you?



Virtual primary care

- Annual wellness visits
- Regular follow-ups for conditions like asthma and diabetes
- Medication reviews and prescriptions, if needed*



24/7 Virtual Visits

- Non-emergency care for common health issues like flu and fever
- Non-emergency care for sudden health concerns like pink eye, migraines or back pain
- Prescription refills, if needed*

Virtual pelvic floor therapy on your time

Your pelvic floor is the group of muscles supporting the bladder, uterus and bowel. Pregnancy, injury and certain conditions can sometimes weaken those muscles, resulting in pain, bladder control issues, and more. With Hinge Health, you'll get a personalized care plan that addresses your unique symptoms and life stage. Reduce leaks, pelvic pain and more with guided sessions you can do at home, on your schedule, in 15 minutes or less.



Visit:
hinge.health/cokeconsolidated-wph

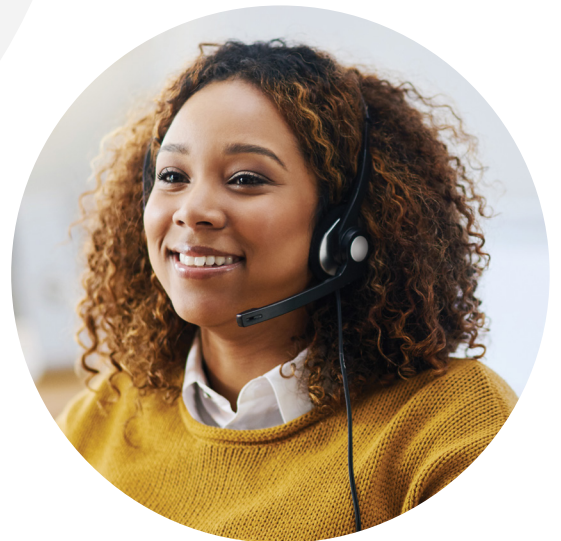
Questions about your benefits?

Not sure where to start?

UnitedHealthcare Customer Service can help.



Call:
1-833-719-1700





The information provided under these programs is for general informational purposes for non-union teammates only and is not intended to be nor should be construed as medical and/or nutritional advice. **These programs and applications should not be used for emergency or urgent care needs. If you are experiencing a crisis or need emergency care, call 911 or go to the nearest emergency room.** Participation in these programs is voluntary; restrictions and limitations may apply and are subject to the terms of use.

Refer to your plan documents for specific benefit coverage and limitations or call the toll-free member phone number that appears on your health plan ID card. Services may not be available at all times or in all locations. Wellness nurses, coaches and other representatives cannot diagnose problems or recommend treatment and are not a substitute for your doctor's care. Participants should consult an appropriate health care professional to determine what may be right for them. Your health information is kept confidential in accordance with the law. Member phone number services are not an insurance program and may be discontinued at any time.

Certain preventive care services are provided as specified by the Patient Protection and Affordable Care Act (PPACA), based on your age and other health factors, with no cost-sharing. The preventive care services covered are those preventive services specified in PPACA. UnitedHealthcare also covers other routine services, which may require a copayment, coinsurance or deductible. Always refer to your plan documents for your specific coverage.

24/7 Virtual Visits is a service available with a provider via video, or audio-only where permitted under state law. It is not an insurance product or a health plan. Unless otherwise required, benefits are available only when services are delivered through a Designated Virtual Network Provider. Virtual primary care refers to services available with a provider via video, chat or email, or audio-only where permitted under state law. Virtual primary care services are only available if the provider is licensed in the state in which the member is located at the time of the appointment.

Calm Health is not intended to diagnose or treat depression, anxiety, or any other disease or condition. The use of Calm Health is not a substitute for care by a physician or other health care provider. Any questions that you may have regarding the diagnosis, care or treatment of a medical condition should be directed to your physician or health care provider. Calm Health is a mental wellness product, and is not intended to make any mental health recommendations or give clinical advice. Members must be 16 years or older to use the services, unless a parent or legal guardian agrees to Calm "Terms." The parent or legal guardian of a user under the age of 16 is subject to the "Terms" and responsible for their child's activity on the services.

One Pass Select is a voluntary program. The information provided under this program is for general informational purposes only and is not intended to be nor should be construed as medical advice. Individuals should consult an appropriate health care professional before beginning any exercise program and/or to determine what may be right for them. Purchasing discounted gym and fitness studio memberships may have tax implications. Employers and individuals should consult an appropriate tax professional to determine if they have any tax obligations with respect to the purchase of these discounted memberships under this program.

Quit For Life[®] provides information regarding tobacco cessation methods and related well-being support. Quit For Life does not provide clinical treatment or medical services and should not be considered a substitute for your doctor's care.

The UnitedHealthcare[®] app is available for download for iPhone[®] or Android[®]. iPhone is a registered trademark of Apple, Inc. Android is a registered trademark of Google LLC.

Administrative services provided by United HealthCare Services, Inc. or their affiliates.

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