

## Transgender Benefits: Medical Reimbursement Plan

VMware is proud of the many diverse and unique individuals who make up our workforce and we're committed to supporting their well-being. A cornerstone of our benefits strategy is a comprehensive and highly competitive suite of benefits specifically tailored to our growing LGBTQIA+ community (Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex and Asexual and/or Allies). VMware is proud to introduce a Medical Reimbursement Plan (MRP) through Canada Life, to support our Transgender Community.

### Benefit Description

The Medical Reimbursement Plan (MRP) covers procedures and/or treatments not covered under the Provincial Healthcare system or Canada Life. The MRP Benefits are available for all employees and covered dependents undergoing a transition. Please note, to be eligible to use this benefit plan, the participant (patient) must have a diagnosis of gender dysphoria.

The MRP has an annual limit of CAD \$20,000.00 per person. The plan year runs from January 1 - December 31.

### How to Use

To use these benefits, please reach out directly to Canada Life. VMware will cover the expenses for the procedures up to the participant's limit per year. VMware will not receive any specific information on the procedures used by the participants of the plan.

### Covered Services

Procedures covered by Canada Life, the Provincial Health Care system and MRP are, but not limited to:

	Covered by Canada Life	Covered under OHIP	Covered Under MRP
Mastectomy (breast removal)	No	Yes	Yes
Hysterectomy	No	Yes	Yes
Clitoral release (cutting ligaments to create a penis)	No	Yes	Yes
Urethroplasty (reconstruct urethra)	No	Yes	Yes
Vaginectomy (removal of vagina)	No	Yes	Yes
Penectomy (removal of the penis)	No	Yes	Yes
Vaginoplasty (construction or reconstruction of vagina)	No	Yes	Yes
Phalloplasty (construction or reconstruction of penis)	No	Yes	Yes
Salpingo-oophorectomy (removal of ovaries and fallopian tubes)	No	Yes	Yes
Orchidectomy (removal of one or both testicles)	No	Yes	Yes
Glansplasty (construct or reconstruct glans penis)	No	Yes	Yes

Metoidioplasty (female to male reassignment)	No	Yes	Yes
Penile Implant (penile prosthesis)	No	Yes	Yes

Canada Life and the Provincial Health Care system do not cover all procedures, including those that are traditionally considered “cosmetic” and/or not medically necessary. The Medical Reimbursement Plan is intended to cover those procedures too. Please review the following chart to learn more:

	Covered by Canada Life	Covered under OHIP	Covered Under MRP
Blepharoplasty	No	No	Yes
Rhinoplasty	No	No	Yes
Abdominoplasty	No	No	Yes
Removal of redundant skin	No	No	Yes
Skin resurfacing (e.g., dermabrasion, chemical peels)	No	No	Yes
Voice therapy/voice lessons (voice communication therapy)	No	No	Yes
Breast augmentation with implants	No	Yes	Yes
Calf implants	No	No	Yes
Cheek/malar implants	No	No	Yes
Chin/nose implants	No	No	Yes
Collagen injections	No	No	Yes
Electrolysis	No	No	Yes
Facelift/forehead lift	No	No	Yes
Facial bone reduction (osteoplasty)	No	No	Yes
Hair removal/hair transplantation	No	No	Yes
Insertion of testicular prosthesis	No	Yes	Yes
Jaw reduction	No	No	Yes
Pectoral Implants	No	No	Yes
Scrotoplasty (oscheoplasty - creating scrotum from labia)	No	Yes	Yes
Suction-assisted lipoplasty, lipofilling, and/or liposuction	No	No	Yes
Testicular prosthesis, testicular expander, including replacement of expander with permanent prosthesis	No	No	Yes
Thyroid reduction chondroplasty	No	No	Yes
Laryngoplasty	No	No	Yes
Mastopexy (breast lift)	No	No	Yes
Neck tightening	No	No	Yes
Nipple/areola reconstruction	No	No	Yes
Skin resurfacing (e.g., dermabrasion, chemical peels)	No	No	Yes
Voice modification surgery	No	No	Yes