

BENEFITS SPECIAL ENROLLMENT AND TRANSITION GUIDE

2025 eGuide
for **Gynesonics**

**BETTER
REWARDS**

Benefits for a better you



**Every employee must
enroll by March 14**



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Welcome to Hologic Benefits! Your Special Enrollment Period is March 3 - 14

At Hologic, we're committed to helping people live better – and that commitment begins with you. Our Better Rewards program is developed with you in mind, focusing on helping you achieve **better health**, a **better future** and a **better life**.

Effective **March 1**, Gynesonics' employees will be transitioning to the Hologic benefits program. **The Special Enrollment Period begins March 3 and ends March 14** This is an active enrollment period which means that **you need to take action between March 3 - March 14**, in order to be covered effective **March 1** for:

- Medical, including Prescription
- Health Savings Account when enrolling in the CDHP medical plan
- Dental
- Vision
- Healthcare and/or Dependent Care Flexible Spending Accounts
- Optional Life Insurance
- Accident Insurance
- Critical Illness Insurance
- Legal Plan

To help prepare for enrollment and understand your benefit choices:

- **Read** this eGuide to learn about the available plans
- **Visit** the [Special Enrollment Site](#) website where you will find:
 - [2024/2025 Benefits eCatalog](#)
 - [Benefit Summaries](#)
 - [Decision Tools and Guides](#)
 - [Cost of Coverage](#)
 - [How to Enroll](#)



TRANSITION POINTS

Look for these key points about your transition to the Hologic benefits program throughout this eGuide.

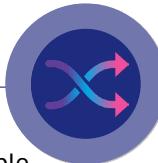


KEY DATES

March 3 Special Enrollment Period begins	March 14 Special Enrollment Period ends	March 1 Coverage begins
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All coverages elected during the Special Enrollment Period will be effective for the remainder of Hologic's plan year, ending June 30, 2025, unless you experience a "qualifying life event," such as a marriage, divorce or the birth or adoption of a child. Changes due to a qualifying life event must be made within 31 days of the event itself.

Benefits Transition Points



This guide outlines Hologic's benefits plan designs and features, highlighting important aspects of your transition. Look for this double arrow symbol to learn about how transitioning mid-year to a new plan may affect you.

Plan Year

For this enrollment, you will be enrolling for the plan year that began **July 1, 2024, and ends June 30, 2025**. This is the benefit plan year for all benefits except the paid time off and Healthy Living wellness programs (see [pages 16](#) and [19](#) for details).

Employee Contributions

The new employee contributions for all benefits you choose will be effective in the paycheck processed following your enrollment. For details about the rates, see the applicable sections later in this eGuide.

Premium Equalization Payment

You will receive a one-time payment to cover the differences in medical, dental, and vision plan premiums if Hologic's premium is higher than that of the Gynesonics plan and tier you are enrolled in. The amount is compared to Hologic's PPO Plan, either dental plan, and the vision plan. This taxable payment is based on premiums until June 30, 2025, and will be disbursed in April. Your new pre-tax premium contributions start March 1. You must still be employed to receive this payment.

COVERAGE TIERS

Hologic offers three coverage tiers:

- Employee Only
- Employee + One (Spouse, Child or Domestic Partner)
- Employee + Family

If your current coverage tier with **Gynesonics** is Employee + Child(ren) and you wish to continue your child's coverage, you should select either the Employee + One (to cover one child) or the Employee + Family tier (to cover more than one child).

Eligibility

Full-Time and Part-Time Employees

If you are a regular full- or part-time employee scheduled to work at least 30 hours per week, you are eligible to participate in all benefits summarized in this eGuide.

Dependents

You may enroll your dependents in certain plans. Eligible dependents include:

- Your legal spouse
- Your domestic partner (same sex or opposite sex) for whom you can provide proof of shared residency and financial interdependence (such as a joint lease or mortgage)
- Dependent children are covered up to the end of the month they attain age 26, regardless of their marital status, residence or eligibility for coverage elsewhere

More information about dependent eligibility is available on the [Eligibility for Health and Benefits Plans page here](#).

DEPENDENT ELIGIBILITY VERIFICATION



Before enrolling, prepare to provide proof of your relationship to any eligible dependent and their valid Social Security number. Enrollment will be pending until you submit the necessary documentation, such as a birth/marriage certificate or tax returns. Instructions on submission will be given during the enrollment process. For a detailed explanation of dependent eligibility, please refer to the applicable Summary Plan Description.

Health...be at your best

A key ingredient to your overall wellness is being the healthiest you can be.

Medical

[Take Action Now](#)



At Hologic, promoting health and wellness is key to our culture. You can choose from three PPO medical plans through **Blue Cross Blue Shield of MA (BCBSMA)**. These plans offer comprehensive coverage for a broad range of services, varying in premiums, deductibles and copays/coinsurance, allowing you to select the plan that suits your needs.

BCBSMA Medical Plan Options	Payroll Premium	Deductible and Coinsurance
Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA)	Lowest	Features the highest deductible offset by a Companyfunded HSA and low coinsurance
PPO	Moderate	Features a moderate deductible and low coinsurance
PPO Plus	Highest	Features the lowest deductible and low copays

All three plans include the following benefits:

- \$150 per family per calendar year fitness reimbursement
- \$150 per family per calendar year weight loss reimbursement
- Chiropractor and acupuncture visits
- Free virtual physical therapy with Sword Health
- Fertility and family planning benefits through Progyny
- Peri/menopause support with Progyny



You Have Choice of Providers

All three medical plans offer access to the BCBSMA PPO network. You can use in-network providers or out-of-network providers. However, to save on out-of-pocket costs, use in-network providers whenever possible.

1. Visit [provider.bcbs.com](#).
2. Click on “Choose a Plan”
3. Enter your **zip code** and “**HLX**” as the plan prefix



TRANSITION POINTS

- Deductibles and out-of-pocket maximum limits will be based on the Hologic plan year of **July through June**. However, plan reimbursements (fitness, weight loss program) and visit limits, if any, apply on a calendar year basis.
- If you enroll in the PPO or PPO Plus Plan, and either dental plan, you will receive a 100% in-network deductible credit, to the Hologic plan you choose to enroll in (excluding CDHP), for the remainder of the plan year ending June 30, 2025. Unfortunately, IRS regulations will not allow us to credit the CDHP as it is considered a high deductible health plan.

Medical Plans At-a-Glance

	CDHP with HSA Plan	PPO Plan	PPO Plus Plan
	In-Network You Pay	In-Network You Pay	In-Network You Pay
Plan year deductible	\$1,600 employee only ¹ \$3,200 family ¹	\$1,000 per person \$2,000 per family ²	\$750 per person \$1,500 per family ²
Plan year out-of-pocket maximum	\$3,200 employee only ³ \$6,400 family ³	\$3,500 per person \$7,000 per family ⁴	\$2,500 per person \$5,000 per family ⁴
Eligibility for tax-savings account	Health Savings Account (HSA) (see page 7 of Your Guide to the CDHP)	Healthcare Flexible Spending Account (FSA) (see page 20)	
Hologic annual contribution to Health Savings Account (HSA)	\$700 employee only \$1,400 family Prorated and funded per pay period	N/A	N/A
Preventive visits	No cost	No cost	No cost
Telehealth visits	No cost ⁵	No cost	No cost
Primary care office visit	15% ⁵	\$30 copay ⁵	\$25 copay ⁵
Other covered providers (specialists) office visit	15% ⁵	\$50 copay ⁵	\$40 copay ⁵
Diagnostic X-rays and lab tests (CT scans, MRIs, PET scans and nuclear cardiac imaging tests)	15% ⁵	20% ⁵	10% ⁵
Breast Health Imaging (Ultrasounds/MRIs/CT & PET scans)	No cost ⁵	No cost	No cost
Fertility and family building benefits⁶	3 Smart Cycles provided by Progyny; see page 11 for more information. ⁶		
Inpatient hospitalization	15% ⁵	20% ⁵	10% ⁵
Peri/menopause support⁶	Get expert help from Progyny to help with symptoms like hot flashes, weight gain, brain fog, aches, hormone changes and more ⁶		
Chiropractic care (90 visits) Acupuncture (20 visits)	15% ⁵	\$50 copay ⁵	\$40 copay ⁵
Emergency room	10% ⁵ applies to in-network deductible only	\$150 per visit; no deductible	\$150 per visit; no deductible
Outpatient behavioral health/ substance abuse treatment	15% ⁵	\$30 copay ⁵	\$25 copay ⁵
Prescription drug	See page 6	See page 6	See page 6
Virtual physical therapy and pelvic health support	Use Sword Health to ease and prevent back, joint and muscle pain from your home, as well as relief from pelvic pain, urinary leaking, bowel disorders and more for women		

Individual Mandate for Health Coverage: Despite the federal health coverage mandate penalty being \$0, certain states still enforce their own mandates. To avoid state penalties, get insured via our benefits or through state/federal exchanges. For more information on healthcare reform and mandates, check [healthcare.gov](#) or your state's exchange site.

Employee Premiums

Rates shown are effective July 1, 2024 —June 30, 2025

	CDHP with HSA Plan	PPO Plan	PPO Plus Plan
Biweekly Rate* (26 pay periods)			
Employee Only	\$32.56	\$54.87	\$122.85
Employee +1	\$91.17	\$124.83	\$252.93
Family	\$136.76	\$187.25	\$379.39
Semi-monthly Rate** (24 pay periods)			
Employee Only	\$35.27	\$59.45	\$133.09
Employee +1	\$98.77	\$135.24	\$274.01
Family	\$148.16	\$202.85	\$411.01

* Biweekly means you are paid every other Friday.

** Semi-monthly means you are paid on the 15th and the last day of the month.

MEDICAL PLAN PREMIUM CREDIT

Learn how to earn a \$300 medical premium credit by joining the Personify Health program (soon to be renamed Personify Health). Learn more [here](#).

¹ CDHP with HSA: The entire deductible must be satisfied before benefits are paid.

² PPO and PPO Plus: The family deductible can be satisfied by eligible costs incurred by any combination of covered family members. No individual family member will have to pay more than the per person deductible before benefits are provided for that family member.

³ CDHP with HSA: The out-of-pocket maximum must be satisfied before any covered member receives 100% coverage for the remainder of a plan year, including prescription drugs.

⁴ PPO and PPO Plus: The family plan year out-of-pocket maximum can be satisfied by eligible costs incurred by any combination of covered family members. No individual family member will have to pay more than the per person out-of-pocket maximum before the family member receives 100% coverage for the remainder of the plan year, excluding prescription drugs.

⁵ After the plan year deductible is met. Note that some visit limits are calendar year, such as chiropractic and acupuncture.

⁶ BCBS Medical Plan cost share applies.

FIRST

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NEXT

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Prescription Drugs

All three medical plans include retail and mail order prescription drug program through **CVS Caremark**. See the [2024/2025 Benefits eCatalog](#) for details. To find network pharmacies, go to [Caremark's Pharmacy locator](#) page or call a Customer Care representative toll-free at 855.271.6598.



TRANSITION POINTS

- If you are currently enrolled in the **Gynesonics**' medical plan and have a current mail order prescription, you will need to fill a new prescription with CVS Caremark's mail order program. It will take some time to process your new mail order prescription with CVS Caremark. Please plan accordingly and re-order prescriptions with your current medical/prescription plan prior to **February 28**, if necessary.
- You will need to provide your new ID card at retail pharmacies after **March 1**.
- Specialty medications must be filled through the CVS Specialty Pharmacy. If you are currently taking a specialty medication, contact CVS Caremark for information about Transition of Care at 855.271.6598. Caremark partners with PrudentRx to provide you with significant cost savings for specialty medications. You will learn about how to take advantage of the PrudentRx program when you fill your first specialty medication. If you explicitly decline to enroll in this program, you may see higher out-of-pocket prescription costs.
- Certain medications may require prior authorization, step therapy or have quantity limits. If you are taking a drug that falls into this category, please plan accordingly and refill any prescriptions with your current prescription vendor prior to **February 28** as you may experience a delay in filling with the new plan as new authorization will be required.

In-Network Coverage At -a-Glance

When enrolled in:	CDHP with HSA Plan ¹	PPO or PPO Plus Plan
Fill at²: CVS Caremark Network Pharmacy: 30-day supply CVS Retail Store Pharmacy using Maintenance Choice: 90-day supply ³ Mail Order: 90-day supply ³		
Generic (Tier 1)	\$10 copay at retail ⁵ \$20 copay at mail order ⁵	\$10 copay at retail \$20 copay at mail order
Preferred brand name (Tier 2)	25% ⁵	\$30 copay at retail \$60 copay at mail order
Non-preferred brand name (Tier 3)	35% ⁵	\$50 copay at retail \$100 copay at mail order
Specialty medication (Tier 4) ⁴	Covered within respective tier level or \$0 with PrudentRx ⁶	\$150 copay through specialty pharmacy or \$0 with PrudentRx
Save with PrudentRx.		
Out-of-pocket maximum	Combined with medical out-of-pocket maximum \$3,200 per employee only coverage \$6,400 per family coverage	A separate out-of-pocket maximum applies PPO: \$3,500 per person \$7,000 per family PPO Plus: \$2,500 per person \$5,000 per family

¹ Certain preventive drugs are not subject to the medical plan year deductible.

² Fill options may be limited for specialty and diabetic medications.

³ If you fill a prescription at a CVS retail pharmacy or through mail order, you may receive a 90-day supply for the cost of a 60-day supply when enrolled in the PPO or PPO Plus plan and a discount when enrolled in the CDHP plan.

⁴ These medications are typically used to treat complex conditions such as autoimmune disorders, multiple sclerosis and hemophilia, for example.

⁵ After medical plan year deductible is met.

⁶ Specialty medications filled through PrudentRx on the CDHP with HSA Plan apply towards deductible but not out-of-pocket maximum..

PrudentRx

Some specialty medications are eligible for a copay discount when you enroll in the PrudentRx program, a partner of Caremark. Specialty medications are typically used to treat complex conditions such as autoimmune disorders, multiple sclerosis and hemophilia. Members taking eligible specialty medications will receive communications directly from Caremark and PrudentRx and should enroll to take advantage of the significant cost savings.

Virtual Care from Anywhere

Eliminate the wait times found at traditional appointments with these solutions that increase the flexibility and convenience of access to the care you want and need.



Get the Max from Your Coverage

Telehealth enables 24/7 remote medical consultations with BCBSMA healthcare providers through digital devices, offering a convenient way to access care for non-urgent health needs from anywhere you are and no cost* to you when enrolled in Hologic's medical plan.

Virtual Primary Care

BCBSMA members have access to [virtual primary care](#) at no cost*. Virtual primary care allows patients to have routine check-ups, manage chronic conditions and receive general health guidance from primary care physicians online, without an in-person visit.



* Subject to deductible when enrolled in the CDHP with HSA.

** Not available in Puerto Rico.

Peri/Menopause Support

Comprehensive benefits are provided to support the many transitions in a woman's life. When enrolled in Hologic's medical plan, this program can help you manage your unique symptoms – weight fluctuations, anxiety, insomnia, brain fog, fatigue, joint pain and hot flashes.

Virtually connect to OB/GYNs, nurse practitioners, registered dietitians and mental health clinicians for integrative and ongoing care.

Receive personalized hormonal and non-hormonal treatment plans, lifestyle support and symptom relief.

Access early screenings for chronic conditions including cancer, cardiovascular and metabolic issues and more.

Provided through [Progyny](#), get the care you deserve, manage your symptoms and boost your overall health.

Virtual Physical Therapy and Pelvic Support

Programs provided through [Sword Health](#) help prevent and relieve pain from anywhere you are with a personalized plan designed by your dedicated physical therapist.

Digital physical therapy utilizes and best-in-class technology for data collection, real-time feedback, check-ins and support to eliminate pain in your back, joint and muscles.

Work with a physical health specialist and a tracking device to keep moving and eliminate recurring chronic pain and injury with the Move** program.

Women have access to comprehensive care for pelvic disorders, reproductive health, bladder and bowel disorders right from the comfort of their own home through the Bloom** program, which utilizes the Elvie pod trainer.

You must be enrolled in a Hologic medical plan to use this benefit.



Hologic's dental plan is administered through **Delta Dental of MA**. You may choose from two dental plans: the **Core Plan** or the **Enhanced Plan** with orthodontia.

Both plans have coverage for exams, cleanings, crowns, implants, bone grafts, periodontal services, white fillings and a Rollover Max feature. More information about the dental plans can be found [here](#). For details about the Rollover Max feature, [click here](#).

Dental Plans At-a-Glance

	Core Plan	Enhanced Plan
Plan year deductible	\$100 per individual \$300 per family	\$50 per individual \$150 per family
Plan year maximum benefit	\$750 per individual	\$2,000 per individual
In-Network		
Preventive Exams, cleanings, sealants, X-rays	100%	100%
Restorative Fillings, extractions, root canals, oral surgery	80% ¹	80% ¹
Major treatment Crowns, dentures	50% ¹	60% ¹
Orthodontia Adults and children	Not covered	50%
Lifetime orthodontia benefit	N/A	\$2,500 per individual
PREMIUMS		
Biweekly Rate² (26 pay periods)		
Employee Only	\$3.65	\$8.51
Employee + 1	\$6.97	\$16.26
Family	\$10.22	\$23.83
Semi-monthly Rate³ (24 pay periods)		
Employee Only	\$3.95	\$9.22
Employee + 1	\$7.55	\$17.61
Family	\$11.08	\$25.82

¹ After dental plan year deductible is met.

² Biweekly means you are paid every other Friday.

³ Semi-monthly means you are paid on the 15th and the last day of the month.

Note: Percentages above apply to discount contracted rates for Delta Dental dentists.

RIGHT START 4 KIDS FEATURE

100% of in-network dental care costs are covered for your children up to age 13.



TRANSITION POINTS

- Deductibles and out-of-pocket maximum limits will be based on our plan year of July through June.
- If you were enrolled in a **Gynesonics'** dental plan and enroll in a Hologic dental plan, you will be given 100% in-network credit toward your deductible in the Hologic dental plan for the remainder of this plan year ending June 30, 2025.
- Orthodontia services are only covered with the Enhanced Plan. The Enhanced Plan features a lifetime orthodontia maximum of \$2,500 per covered member and is available for both children and adults. If you enroll in the Enhanced Plan and you are currently receiving orthodontic services, you will need to submit a claim form along with the original date of service and case information in order to continue payments under your new plan.
- If you choose to enroll in the Core Plan and you or a family member are currently receiving orthodontic services, your current orthodontic benefit will end when your **Gynesonics'** coverage ends.

Vision

All benefit-eligible employees can enroll in our standalone vision coverage with **EyeMed**. Brighten your view with routine exams, lenses, frames, contact lenses and even prescription sunglasses.

Save money by using an in-network or PLUS Provider. Visit the [EyeMed Virtual Benefit Fair](#) to learn about this new coverage and locate a provider.

Code: **YN741M5H**



ADDITIONAL SAVINGS

Don't miss out on these additional innetwork discounts:

- 40% off a second pair of glasses
- 20% off blue light filtering and some nonprescription sunglasses
- Hearing aids from Amplifon Network
- Lasik or PRK from U.S. Laser Network



TRANSITION POINTS

- Although there is a lot of overlap between vision networks, those enrolled in the **Gynesonic** plan may need to transition to a new provider within the EyeMed network. Check with your provider prior to obtaining services.

Vision Plans At-a-Glance

All services and material are covered once every plan year (July 1 – June 30).

Covered Services/Material	In-Network You Pay	Out-of-Network You are Reimbursed
Eye exam	\$0	Up to \$57
Frames	Covered up to \$250 ¹ then 20% discount	Up to \$200
Lenses (Choose either Eyeglass Lenses OR Contact Lenses)		
Eyeglass Lenses		
Single, bifocal, trifocal, lenticular standard progressive	100%	Between \$47 and \$113, depending on the lens type
Progressive premium tier 1-4	Covered between \$85-\$215	Up to \$95
Contact Lenses		
Conventional	Covered up to \$250, then 15% discount	Up to \$200
Disposable	Covered up to \$250	Up to \$200
Medically necessary	\$0	Up to \$300
PREMIUMS		
Biweekly Rate ² (26 pay periods)		
Employee Only		\$5.42
Employee + 1		\$10.30
Family		\$15.12
PREMIUMS		
Semi-monthly Rate ³ (24 pay periods)		
Employee Only		\$5.87
Employee + 1		\$11.16
Family		\$16.38

¹ Coverage increases to \$300 when you visit a PLUS Provider.

² Biweekly means you are paid every other Friday.

³ Semi-monthly means you are paid on the 15th and the last day of the month.

Health Savings Account (HSA)



If you choose to enroll in the **Consumer Driven Health Plan (CDHP)**, you will also be eligible for the Health Savings Account (HSA), administered by HealthEquity. The HSA is a special tax-advantaged savings account available only to participants in a high deductible health plan, such as the CDHP.

About the HSA

It allows you to set aside pre-tax dollars to cover certain qualified out-of-pocket healthcare expenses not covered by your plan. The HSA offers a triple-tax advantage and the ability to plan for health costs over the long term – not just year-to-year. You can use your HSA funds to help offset your eligible healthcare expenses now or save them for the future.

Per the IRS, you may not contribute to an HSA when enrolled in any other non-high deductible health plan including Medicare, Veteran's insurance or a Healthcare Flexible Spending Account.

Growing your HSA

The amount you and Hologic may contribute each year to your HSA is established by the IRS. **Even though you are enrolling in a plan year that crosses tax years, you will only be able to elect up to the 2024 maximum in the enrollment system until the following Open Enrollment period held in May.** The 2024 IRS maximum contribution is \$4,150 for an employee only coverage, and \$8,300 for family coverage. This maximum is a combination of Hologic's contributions and yours. You can contribute an additional \$1,000 per year if you are age 55 or older.

You can contribute through payroll deductions, which will be deducted on a pre-tax basis. You may also choose to make a deposit directly into your HSA on an after-tax basis and take an "above the line" deduction from your federal taxable income when you file your taxes.

For more detailed information on the CDHP and HSAs, review [Your Guide to the CDHP and HSA](#).

Take Action Now

5 BENEFITS OF THE HSA

- Company contributions*** – You receive a per pay period contribution equivalent to up to \$700 annually for Employee Only coverage; \$1,400 annually for Employee + One or Employee + Family coverage)**.
- Triple tax savings†** –
 - The money you put in is tax-free.
 - Interest and investment earnings are tax-free.
 - Distributions for qualified healthcare expenses are tax-free, even when you retire.
- Easy to use** – You will be provided with a HealthEquity Visa® Health Account debit card so you can easily pay qualified expenses directly from your account. You can also pay providers directly from your online account at healthequity.com or via the HealthEquity mobile app.
- Choice** – It is up to you to decide whether to use your funds for qualified expenses now or to save them for use in the future.
- Convenient** – Since the money rolls over at the end of each year (unlike an FSA) and stays in the account that you own, you can take the account balance with you if you leave the Company for any reason.

* Company HSA contributions are subject to change in the future. You will not receive the Company contribution if you are not enrolled in the HSA.

** Company contributions are divided evenly over 24 pay periods, skipping any 3rd pay period within a month. The employer contribution will be funded up to the \$700 amount for those covering only non-tax dependents such as a domestic partner and domestic partner's child.

† Contributions to the HSA are subject to state income taxes if you live in CA, AL or NJ. Interest and investment earnings are subject to state taxes in CA, AL, NJ, NH and TN.

Please consult your tax advisor for information on the taxation of HSA contributions and distributions. If you do not have a personal tax advisor, you may contact the Employee Assistance Program for referrals at 877.301.0911.

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Healthcare Flexible Spending Account (HSA)

[Take Action Now](#)

Hologic's Healthcare FSA through **HealthEquity** offers an effective way to pay for eligible healthcare expenses with pre-tax dollars. Your contributions are deducted from your pay before taxes are withheld so you benefit from tax savings on eligible expenses. Hologic offers two separate FSAs.

- You may contribute up to \$3,200 in pre-tax dollars through June 30, 2025. Use this account to pay for eligible medical, dental and vision expenses that are not covered by your healthcare plans.

Note: Due to IRS rules, the Healthcare FSA is not available to HSA participants.

- FSAs are use-it or lose-it plans, meaning if you do not use all of the money contributed into your account by the deadline, you will forfeit any remaining funds at the end of the plan year. However, Hologic's FSA offers an extended period of coverage called a "**Grace Period**". The grace period allows you extra time to incur expenses in order to use your remaining FSA account balance after the close of the plan year. This means that for the July 1, 2024 – June 30, 2025, plan year, you have until September 15, 2025, to spend any money from that plan year and all claims must be submitted to HealthEquity no later than September 28, 2025. Any unused funds beyond the grace period will be forfeited.



Fertility and Family Support



Your fertility and family building benefits are offered through **Progyny** (when enrolled in a BCBSMA plan). Progyny provides superior clinical outcomes, flexible treatment plans and exceptional member experiences.

Benefits include:

- Comprehensive treatment coverage leveraging the latest technologies and treatments
- Access to high-quality care through a premier network of fertility specialists
- Integrated fertility medication coverage with Progyny Rx
- Personalized emotional support and guidance for every path to parenthood from dedicated Patient Care Advocates (PCAs)

To make your fertility benefit easier to understand and utilize, Progyny bundles all the individual services, tests and treatments you may need into Smart Cycles. Each treatment or service is expressed as a fraction, so you always know your benefit balance. You and your physician work together to create a customized treatment path.

Coverage is available for three Smart Cycles. Covered services, treatments and tests include, but are not limited to:

- Genetic testing, including PGT-A, PGT-M/PGT-SR
- In vitro fertilization (IVF) – fresh cycle, freeze-all, reciprocal
- Frozen Embryo Transfer (FET)
- Intrauterine Insemination (IUI)
- Pre-Transfer Embryology Services
- Egg, Embryo and Sperm Freezing



FIND MORE INFORMATION

Call your Progyny Patient Care Advocate at 866.946.0633 to learn more and activate your benefit.

Lyra Mental Health Benefit

Lyra is a Hologic-sponsored benefit that provides evidence-based care for you and your dependents' emotional and mental health how, when and where you need it with up to 16 no-cost sessions. You and your spouse/domestic partner and children up to age 26 are automatically eligible for and enrolled in this benefit at no cost to you.

In as little as 5 minutes, Lyra will match you to care options based on your needs and lifestyle whether that's working with a mental health coach, therapist, a medication physician* or accessing self-led mental health tools. Receive therapy right from home virtually or in person with a highly-skilled therapist who will develop a care plan personalized to you along with support between sessions.

Whether you're feeling stressed, anxious or depressed, you can find the fastest path to feeling your best with Lyra Mental Health Benefits:

- Mental Health Coaching
- Guided Self-Care
- Mental Health Therapy
- Self-Led Mental Wellness Tools

* Medication management is only available to members enrolled in one of Hologic's Blue Cross Blue Shield of MA medical plans.

MENTAL HEALTH SPECTRUM OF SUPPORT



SmartConnect Medicare Support

Receive guidance and support when considering Medicare options as you become eligible. Whether you are still working or starting to transition into retirement, this is available at no cost.

SmartConnect includes:

- Concierge call center – Connect with licensed Medicare agents.
- Online resources – Utilize the plan comparison website, Medicare 101 eBook and FAQs.
- Webinars – Get your questions answered.



Future... plan for a sure tomorrow

A secure future for you and your family with income protection benefits.

Life and AD&D Insurance

Basic life insurance provides valuable financial security in the event of your death. Hologic offers basic life and accidental death and dismemberment (AD&D) insurance through **Lincoln Financial**.



Basic Life and AD&D:

- You are automatically enrolled for this coverage.
- **All full-time employees**, excluding Full Commission Sales plan eligible employees, receive Company-paid basic life and AD&D insurance equal to two times your base annual salary up to \$500,000.
- **Full Commission Sales** plan eligible employees without a base salary, will receive Company-paid basic life and AD&D insurance at a flat benefit of \$175,000.

Optional Life Insurance:

- In addition to basic life and AD&D coverage, you may purchase optional life insurance for yourself your spouse/domestic partner and/or children.
- During this special enrollment period only, you can purchase up to the following amounts without providing Evidence of Insurability (EOI):
 - **Employee Optional Life:** up to \$200,000
 - **Spouse/Domestic Partner Optional Life:** up to \$40,000

After this special enrollment period, all amounts will require approved EOI to receive coverage with the exception of certain qualifying events.

- The premium for spouse/domestic partner coverage is based on the spouse or domestic partner's age, not the employee's age. [Click here](#) for premium rates.



TRANSITION POINTS

- Your basic life amounts will be provided at 2x base salary up to \$500,000.
- **Your beneficiary data will not carry over**, therefore please assign a beneficiary when in Benefit Self Service during your Special Enrollment Period.

Optional Life Coverage Levels

Coverage for:	Coverage Amount	Maximum
Employee	Increments of \$10,000	Up to a maximum of \$1,000,000
Spouse/ domestic partner	Increments of \$10,000	The lesser of \$500,000 or your combined basic and optional employee life coverage amount
Child(ren)	\$2,500, \$5,000 or \$10,000	



Disability Insurance

Hologic offers you enhanced disability coverage. The disability plans are a Company-paid benefit administered by **Lincoln Financial**. You are automatically enrolled for this coverage.

Plan	Waiting Period	Benefit
Short-term disability (STD)	7 days	Weeks 2-8: 100% of your pre-disability earnings Weeks 9-13: 60% of your pre-disability earnings
Long-term disability (LTD)	90 days	60% of pre-disability earnings up to a maximum monthly benefit of \$25,000. Benefits are payable for up to 24 months if you are disabled and cannot perform the duties of your regular occupation. After 24 months, benefits will continue to be paid only if you are unable to perform the duties of any gainful occupation for which you are reasonably qualified by education, training or experience.

- Pre-disability earnings for non-sales employees include weekly gross base pay only. Pre-disability earnings for sales employees include weekly gross pay plus commissions.
- The cost of the LTD premium is added to your taxable income so any LTD benefits you receive are tax-free



Accident Insurance

[Take Action Now](#)



This coverage from **Lincoln Financial** pays a lump sum directly to you if you or a covered loved one is injured in an accident. Benefits are paid for accidents resulting in ambulance transportation, emergency care, fracture, concussion and more.

You may only enroll in this coverage during your Special Enrollment Period or upon a family status change due to marriage/gain of domestic partner or birth/adoption. Learn more by [watching this video](#).

Critical Illness Insurance

[Take Action Now](#)



This benefit provides a cash benefit to use however you want if you or a covered family member is diagnosed with a covered illness or event. Provided by **Lincoln Financial**, the cash benefit covers illnesses such as heart attack, invasive cancer, advanced COPD, vascular disease, childhood conditions and more.

You may only enroll in this coverage during your Special Enrollment Period or upon a family status change due to marriage/gain of domestic partner or birth/adoption.

This policy also comes with a \$100 annual cash benefit (up to \$600 per family) paid to you and any enrolled dependents when a covered screening is completed. Such as a mammogram, colonoscopy, pap test, stress tests and more. Learn more by [watching this video](#).



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401(k) Plan

Hologic provides a 401(k) Plan, administered through **Fidelity Investments**. Highlights of the plan include pre-tax, Roth and catch-up contributions, an employer match of 100% of the first 3% and 50% of the next 2% you contribute, 100% vested from day one, match true-ups, Roth conversions, rollovers and loans/withdrawals.



Employee Stock Purchase Plan (ESPP)

The ESPP is a voluntary program that allows you to purchase shares of Hologic stock at a 15% discount through payroll deductions. You can make contributions up to 10% of your base pay to the program through payroll deductions on an after-tax basis.

You may enroll in the ESPP two times per year, June and December.



Fidelity Investments Financial Wellness

There are many ways to boost your financial wellness!

Fidelity Investments is more than just our 401(k) plan provider.

They offer an array of solutions along with their third-party providers, including:

- Saving and investing
- Tax preparation
- Student debt refinancing
- Credit counseling
- Estate planning
- College preparation and counseling



Gynesonics employees are eligible for the 401(k) and ESPP plans. You may enroll in the **401(k)** as early as **March 7**. Your initial enrollment period for the **ESPP** will be **June 2 – June 17**. You will receive email communications on how to enroll in this plan at that time.



TRANSITION POINTS

401(k):

- Hologic provides a 401(k) Plan, administered through **Fidelity Investments**. Highlights of the plan include pre-tax, Roth and catch-up contributions, an **employer match of 100% of the first 3% and 50% of the next 2% you contribute**, 100% vested from day one, match true-ups, Roth conversions, rollovers and loans/withdrawals.
- You may register for the Hologic 401(k) plan at netbenefits.com as early as **March 7** to make your contribution election, investment selections and assign a beneficiary.
- If you enroll by **8pm ET on March 11**, your first contribution and match will take effect in the **March 21** paycheck.
- If you do not actively enroll in the 401(k) Plan, Hologic will automatically enroll you at a contribution rate of 5% of your pre-tax eligible earnings after 45 days from your date of eligibility and 1% annual increase each December. If you do not want to be auto-enrolled at 5% or enrolled in the annual increase program, you must elect another amount or 0% before your 45th day of eligibility.
- You may also start the [rollover process](#) should you wish to transfer your Gynesonics 401(k) plan balance to your new Hologic 401(k) plan. Your Gynesonics plan administrator will be mailing you a notice of the plan termination and your options for rolling your funds out of the plan. Please pay particular attention to that mailing as you will have to **TAKE ACTION**.



Life...feed your mind, body, spirit

Helping you to manage the demands of every day while you strive to live your best life.

Paid Time Off

Taking time off is important for recharging and staying at your best. Hologic provides vacation time to help you balance your work and personal life, and to take care of yourself or loved ones. Each policy is separate and can be used as described within that policy.



Vacation

Hologic has two separate vacation policies, one for Alaska (AK), California (CA), Colorado (CO), Montana (MT), Nebraska (NE) residents and one for non-AK, CA, CO, MT, NE residents.

Both policies accrue **120 hours per year** (accrued per pay period) for those within 0-5 service years. **Add one additional day for each year** thereafter.

- The AK, CA, CO, MT, NE Vacation policy contains a rolling accrual cap of no more than 1.5x your accrual rate. It is NOT based on the fiscal year.
- The non-AK, CA, CO, MT, NE Vacation policy does NOT have a rolling accrual cap. It is based on a fiscal year and allows for up to 120 hours to be rolled over to the new fiscal year.

Sick Leave

Hologic's Sick Leave Policy is based on a fiscal year (which is the end of the September fiscal month).

- All regular fulltime employees are allotted 56 hours of sick time at the beginning of each fiscal year.
- You may carry over up to 3 days of unused sick time each fiscal year. If you are a non-AK, CA, CO, MT, NE employee, you may use up to three of these days as "personal days." If you live in AK, CA, CO, MT or NE, all days must be used as sick days only.



TRANSITION POINTS

The transition to these new policies will take effect **February 23, 2025**. (coinciding with the 1st day of the pay you'll receive from Hologic's payroll).

Vacation

- Hologic will be honoring your original date of hire for vacation accrual.
- There are two vacation policies based on your work location:
 - CA Policy: For California employees, Vacation time is capped at 1.5 times your annual accrual rate. If you reach this cap, you won't earn more vacation until you use some.
 - Non-CA Policy: For employees outside California. There is no rolling cap, but you can only carry over up to three weeks of unused vacation to the next fiscal year, which ends on September 27, 2025.
- **Excess Accrual Payout:** If your current vacation balance exceeds the CA policy cap (regardless of which state you work in) as of February 22nd, you'll get a one-time payment for the excess in your final Gynesonics paycheck in late February. The rest of your balance will carry over to Hologic starting **February 23, 2025**.

- CA Employees: If you are still at the Hologic CA Vacation accrual cap after the transition, you won't accrue more vacation until you use some.
- Non-CA Employees: Since there is no rolling accrual cap on the Hologic Non-CA Vacation Policy, if you were previously at the Gynesonics' accrual cap, you will start to accrue vacation again at the time of transition but must follow the three-week rollover rule at the end of each fiscal year.

Sick Leave

- All **Gynesonics** employees will receive 40 hours of Sick time in their bank on February 23. You may carry over up to 3 days of unused sick time each fiscal year (ends last Saturday of Sept.).

Paid Time Off / continued

Holidays

Hologic has 12 fixed holidays and one floating holiday. The floating holiday is allotted each January 1.

2025	
New Year's Day	Wednesday, January 1
Martin Luther King Jr. Day	Monday, January 20
Presidents Day	Monday, February 17
Memorial Day	Monday, May 26
Juneteenth Observed	Thursday, June 19
Independence Day	Friday, July 4
Labor Day	Monday, September 1
Thanksgiving Day	Thursday, November 27
Day after Thanksgiving Day	Friday, November 28
Christmas Eve Day	Wednesday, December 24
Christmas Day	Thursday, December 25
New Year's Eve Day	Wednesday, December 31

Volunteer Time Off

Volunteer up to **one day** to enhance and serve the community in which you live or work. If you are regularly scheduled to work at least 20 hours per week, you are granted one volunteer day each January 1.

Rollover Rules

CA employees may rollover one unused Volunteer Day and one Floating Holiday to the next calendar year. Non-CA employees will forfeit any unused Volunteer or Floating Holiday at the end of each calendar year.



TRANSITION POINTS

Floating Holiday

- You will receive 1 floating holiday in your Floating Holiday bank on February 23. Refer to the [Holiday Policy](#) for rollover rules applicable in some states.

Volunteer Time Off

- All **Gynesonics** employees will receive 1 day, up to 8 hours of Volunteer time on February 23.

Paid Time Off / continued

Jury Duty and Legal Service Pay Policy

You will be paid your full salary for up to **30 days** if you need to serve on jury duty or are subpoenaed to serve as a witness.

Bereavement

You will receive up to **five days** of paid leave upon the loss of an immediate family member or three days for a close relative.

Parental Leave

Birth and non-birth parents may receive up to **16 weeks** (or more where required by state law)* of job-protected parental leave for the care of a newborn or a newly-adopted child.

Parental Pay

Birth and non-birth parents will receive up to **8 weeks** of pay while on Parental Leave. This pay is in addition to any STD or state-paid disability/family leave pay. Pay will be coordinated so that at no time will you receive a total payment greater than your regular compensation rate as of the date the leave began.



Family Medical Leave Act (FMLA)

An eligible employee may take up to a total of **12 weeks**** of leave once every 12 months (except where state law mandates a different leave period) to care for a family member with a serious medical condition.

Family Care Pay

Employees may receive up to **4 weeks** (160 hours maximum) of pay under this policy when on an approved FMLA or Company-sponsored Family Care Leave and are caring for a spouse, parent, child or a covered service member with a serious health condition. Limited to once every 12 months.

* For more information on state leave laws such as state disability and/or state paid family leave, please visit the [Leave of Absence Process page](#) on [MyHologic](#).

**26 weeks for military caregiver leave



Hologic's Healthy Living Program



Hologic offers many games, challenges, resources, tools, tips and support to help you achieve your unique health goals. With Personify Health and partners, we've got what you need to join in and win with Healthy Living.

Participate in healthy activities to unlock new levels for a healthier, happier you, with the added bonus of cash rewards. Personify Health supports not just your physical fitness, but also your emotional, social and financial wellness. Visit Holx.co/HealthyLiving to learn more.

Earn Rewards and the Ultimate Jackpot

Boost your earning power with Personify Health during the wellness plan year (April 1 – March 31).

\$10

\$400

Rewards
Cash

\$100 Quarterly

\$300

Medical Plan
Premium Credit

\$75 Quarterly

\$300

Preventive
Care Incentive

\$300 Annually

healthyliving

For all the lives you lead.

Play every day,
rack up points and
earn more cash

Advance to Level 3
and unlock your
premium credit

Complete your
Health Check Survey,
Biometric Screening
and Two Preventive
Activities



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Dependent Care Flexible Spending Accounts (FSAs)

[Take Action Now](#)



Hologic's Dependent Care FSA through **HealthEquity** offers an effective way to pay for eligible health and/or dependent care expenses with pre-tax dollars. Your contributions are deducted from your pay before taxes are withheld so you benefit from tax savings on eligible expenses. Hologic offers two separate FSAs.

- You may contribute up to \$5,000 in pre-tax dollars through June 30, 2025. You can use this account to pay for eligible child and elder care expenses.

FSAs are use-it or lose-it plans, meaning if you do not use all of the money contributed into your account by the deadline, you will forfeit any remaining funds at the end of the plan year. However, Hologic's FSA offers an extended period of coverage called a "**Grace Period**". The grace period allows you extra time to incur expenses in order to use your remaining FSA account balance after the close of the plan year. This means that for the July 1, 2024 – June 30, 2025, plan year, you have until September 15, 2025, to spend any money from that plan year and all claims must be submitted to HealthEquity no later than September 28, 2025. Any unused funds beyond the grace period will be forfeited.



Legal Plan

[Take Action Now](#)



For help with your legal needs, Hologic offers an affordable solution with the **MetLife Legal Plan**. For a small premium, you have access to more than 12,000 attorneys and can receive legal advice and services for a wide range of personal legal matters, as well as the LifeStages Identity Management Services. **You may only enroll during this Special Enrollment Period or Open Enrollment to participate in the plan.**

Care@Work by Care.com

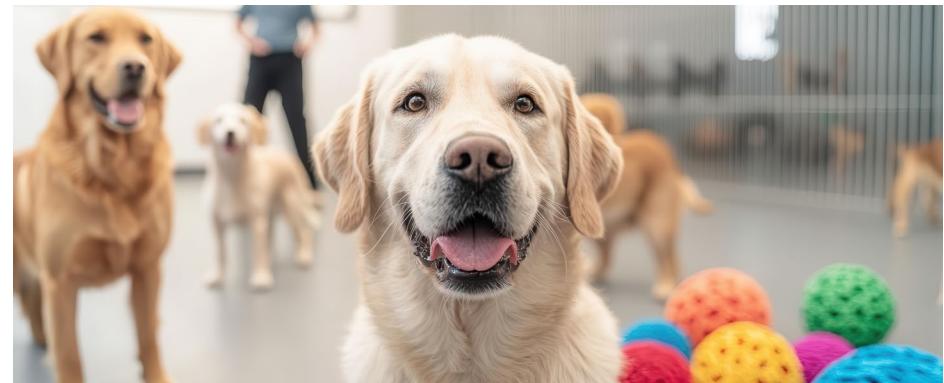


Register any time for a Hologic-sponsored no-cost premium membership that provides flexibility in providing care for those who matter the most.

Feel assured in your care decisions with:

- 5 Hologic-subsidized back-up care days for when your regular care coverage falls through. Care is available at a center or in a home.
- Ongoing and short-term care for children, adults, seniors, pets and more.
- Access to senior care advisors for a personalized, caring approach to match your loved one with the appropriate care.

Register [here](#).



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Employee Assistance Program (EAP)

The **Lyra Health Employee Assistance Program (EAP)** provides you and your family members with value-added resources to help balance your work and home life.

EAP professionals can help you with a variety of personal matters such as:

- Legal services
- Financial services
- Identity theft services
- Dependent care services
- Counseling services

Lyra is also your new mental health provider, providing up to 16 no-cost counseling sessions with an elite therapist. See [page 13](#) for more details.

PerkSpot Discounts

This free program offers exclusive discounts and more on entertainment, travel and special access to theme parks and attractions.

Adoption and Surrogacy Resources

Hologic offers assistance to cover adoption-related and surrogacy services up to \$10,000 each for all full-time eligible employees.

Additionally, BCBSMA members can contact a Progyny Patient Care Advocate who can provide counseling related to these parenthood paths.

Visit the [Plan Resources Page](#) for links and information on how to take advantage of these Work-Life benefits.



Continuing Education

Hologic believes that education is key to both global prosperity and equality. As such, the Company provides access to both a [Tuition Reimbursement](#) program which offers our US employees up to \$5,250 per calendar year toward undergraduate and graduate course expenses, as well as a [Hologic Scholarship Fund](#) to the children and grandchildren of US-based employees. Lower-income and first-generation students are prioritized. Scholarships are awarded through a competitive process that is run independently by an outside organization.



Partners in Giving Program

To amplify the impact of the personal donations that Hologic employees make, the Company will provide \$250 to any US non-profit organization that an employee contributes to. At this time, this corporate contribution is limited to one organization per employee per year. The Company will also donate \$250 to organizations to which employees donate five hours of their time. Visit the [Hologic Philanthropy page](#) on [MyHologic](#) for more information.



Prepare to Enroll

Use the below checklist to help you prepare for enrollment and determine exactly what actions you should take during this Special Enrollment Period.

- ATTEND** an information session to learn more about your benefit options.
You will receive an email with dates and times.
- VISIT** the [Special Enrollment Site](#) to access plan summaries/documents, review the cost of coverage and more
- ENROLL and UPLOAD** by **March 14**:
 - Online through Benefits Self Service at [HologicBenefits.com](#)
 - By phone at **844.319.3420**
 - Upload dependent verification documentation

You must TAKE ACTION during this Special Enrollment Period if you wish to enroll in these benefits:

Health...be at your best

- Medical (includes Prescription)
- Dental
- Vision
- Health Savings Account (when enrolled in the CDHP)
- Healthcare Flexible Spending Account



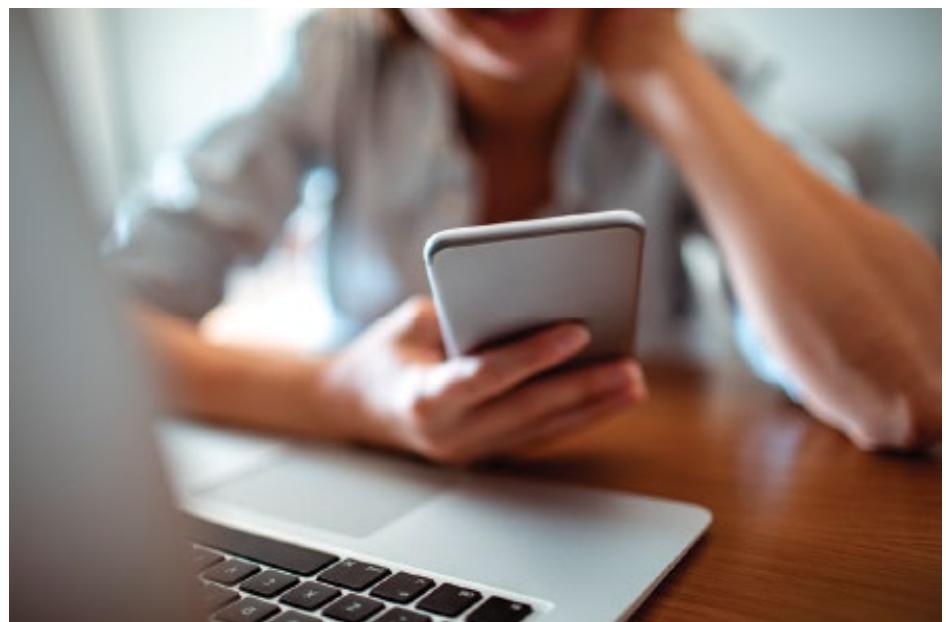
Future...plan for a sure tomorrow

- Optional Life and AD&D
- Accident Insurance and Critical Illness Insurance
- Enroll in your 401(k) by 8pm EST **March 11** to start contributions and match in the **March 21** paycheck at [NetBenefits.com](#)



Life...feed your mind, body, spirit

- Dependent Care Flexible Spending Account
- Legal Plan



Enroll Today

To enroll, log on to **Benefits Self Service** at HologicBenefits.com from **March 3 – March 14**

This is Your Chance...

Take the time to reflect on your needs. For most benefits, once this Special Enrollment Period closes, your only opportunity to make changes during the plan year is within 31 days of a “qualifying life event,” such as a marriage, divorce or the birth or adoption of your child(ren). More information about qualifying Life events can be found [here](#).

Benefits Self Service: Our Enrollment System



2

Log on to Benefits Self Service at HologicBenefits.com from **March 3 – March 14**. To register you will need your Social Security number, date of birth and the Company key of “hologic” (all lower case).



You may also make enrollment updates using the **MyChoice Mobile App** after retrieving an access code by logging into your account at HologicBenefits.com.



3

Once you are logged into the system, follow the onscreen instructions to complete your enrollment.



4

You can print a Benefits Summary after completion of your enrollment.



4

Log on to Fidelity Investments at NetBenefits.com as soon as **March 7** to make your 401(k) contribution election.



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ID Cards

If you are enrolling in medical (including prescription), dental, vision or either Flexible Spending Account, you will receive member ID cards within 7-10 days from the Thursday following your enrollment.

Should you need immediate access to care and have not yet received your card, please contact us at Hologic.Benefits@hologic.com.

Plan	If you enroll in:	You will:
Medical	CDHP with HSA	<ul style="list-style-type: none">Receive a BCBS Medical ID card to be used for medical coverage (one card for each covered member).Receive a CVS Caremark prescription card (two cards with your name on them). Both cards include your name but can be used by everyone covered under the plan. A temporary ID card may be obtained on the Plan Resources tab of the Special Enrollment Period website.You will receive a HealthEquity Visa Health Savings Account debit card in your name.
	PPO or PPO Plus	<ul style="list-style-type: none">Receive a BCBS Medical ID card to be used for medical coverage (one card for each covered member).Receive a CVS Caremark prescription card (two cards with your name on them). Both cards include your name but can be used by everyone covered under the plan. A temporary ID card may be obtained on the Plan Resources tab of the Special Enrollment Period website.
Dental	Core Plan or Enhanced Plan	<ul style="list-style-type: none">Receive a Delta Dental card (two cards with your name on them). Both cards include your name but can be used by everyone covered under the plan.
Flexible Spending Account	Healthcare or Dependent Care FSA	<ul style="list-style-type: none">Receive a HealthEquity Visa Health Account debit card for Healthcare FSA only.Debit cards are not issued for Dependent Care FSA.
Vision	Vision	<ul style="list-style-type: none">Receive two EyeMed ID cards with your name on them.



Plan Resources

For more information about your benefits, visit the Benefits Special Enrollment Period site at BenefitsSpecialEnrollment.hologic.com to help you make confident enrollment decisions as well as these resources: [2024/2025 Benefits eCatalog](#) [Benefit plan resources and summaries](#) [Medical plan cost comparison tool](#)

Plan	Vendor	Website	Phone Number
Benefits Self Service	Benefits Service Center	Live chat: HologicBenefits.com	844.319.3420
Medical (including telehealth coverage)	Blue Cross Blue Shield of MA	BlueCrossMA.org	800.358.2227
Back-Up Care Support	Care@Work by Care.com	Hologic.Care.com	855.781.1303
Prescription Drug Program	CVS Caremark	Caremark.com/wps/portal	855.271.6598
Dental	Delta Dental of Massachusetts	DeltaDentalMA.com	800.872.0500
Vision	EyeMed	EyeMed.com	
Financial Support Resources	Fidelity Investments Or Ameriprise Financial	NetBenefits.com Email: Tom.g.duval@ampf.com	800.890.4015 617.367.1006
Health Savings Account (HSA), Flexible Spending Accounts (FSAs)	HealthEquity	HealthEquity.com	877.694.3938
Personal Healthcare Assistant, Second Medical Opinions and Treatment and Condition Support	Included Health	IncludedHealth.com/Hologic	800.929.0926
Life, AD&D, Short- and Long-Term Insurance, Accident Insurance and Critical Illness	Lincoln Financial	LincolnFinancial.com	800.713.7384 800.423.2765
Employee Assistance Program (EAP)	Lyra	Hologic.LyraHealth.com/worklife (Company code: LyraHologic)	877.301.0911
Mental Health	Lyra Mental Health Benefits	Hologic.LyraHealth.com Watch this video to learn more	877.301.0911
Personal Legal Matters	MetLife Legal Plan	Info.LegalPlans.com Access code: 6091281	800.821.6400
Support for Nursing Moms	Milk Stork	MilkStork.com/Hologic	510.356.0221
Chronic Disease Prevention and Management Program	Omada	OmadaHealth.com/Hologic	888.409.8687
Fertility and Family Building	Progyny	N/A	866.946.0633
Peri/Menopause Support	Progyny	N/A	866.946.0633
Medicare Decision Support	SmartConnect	gps.SmartMatch.com/Hologic	833.859.1160
Virtual Physical Therapy and Pelvic Support	Sword Health	meet.SwordHealth.com/Hologic	888.492.1860
Personify Health Wellness Partner	Personify Health	Login.personifyhealth.com	888.671.9395

Disclaimer

This eGuide is for informational purposes only and is neither an offer of coverage nor medical advice. It contains only a partial, general description of the Hologic benefits program and does not constitute a contract. Consult your plan documents (Summary Plan Descriptions and Group Insurance Certificates) for a complete description of all governing contractual provisions, including benefits, exclusions, limitations and procedures relating to your plans. All of the terms and conditions of the plans are subject to applicable laws, regulations and policies. In case of a conflict between your plan documents and the information contained in this eGuide, the plan documents will always govern.



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The Science of Sure