



**FRESENIUS  
MEDICAL CARE**

# WELLNESS PROGRAM



**2023  
WORKWELL AWARDS  
#1 EXTRA LARGE  
COMPANY CATEGORY**

## AT A GLANCE

Fresenius Medical Care's (FME) commitment to employee well-being extends to every benefit they offer, carefully crafting an inclusive and affordable benefits package that puts the employee first. The Total You well-being program is customized to support their Health, Wealth, Career, and Life.

"We believe in fair and equitable pay, good benefits, work-life balance, training and development, and opportunities for growth – all within a safe, diverse, equitable, and inclusive environment."



**Bille Valle**  
CEO, Fresenius Medical  
Care North America

## PROGRAM HIGHLIGHTS

FME offers a \$10 healthcare plan to help ease the financial burden of premiums for their employees. Their dedication to inclusion is evident in their gender affirming care benefits, fertility and family building support, and comprehensive mental health resources.

## MENTAL HEALTH

FME adopts a comprehensive strategy towards mental well-being by providing resources such as Koa Foundations, Self Care by AbleTo, and Talkspace. FME promotes 15-minute Wednesday Recharges, offers a virtual well-being fair, provides managerial training, and prioritizes educating their employees about these resources.

## FME'S UNIQUE BENEFITS

### Family Planning & Gender Identity Benefits

In order to support all types of families, FME offers fertility and family planning resources, gender-affirming care and cancer support. These benefits include gender-reversal surgeries, egg preservation, surrogacy assistance, and increased allowance for items like wigs.

### Virtual Cognitive Behavioral Therapy (CBT) Counseling

Meeting employees where they are, FME provides employees with access to counseling through a virtual platform.

### Virtual Physical Therapy

FME employees have access to Sword Health's digital physical therapy program, that uses sensor technology to track movement data and provide a customized PT program.