Maternity Resource Guide
Maternity Resource Guide
A Guide for Macy’s, Inc. Associates
This guide is designed to educate, inform and provide resources regarding all stages of pregnancy and after, and to help mothers, their partners, and their babies lead healthier lives.

Please Note: This is an informational resource only, and is not to be used or relied on for any diagnostic or treatment purposes. This material is intended to be basic patient education. You should consult with your health care provider before making any healthcare decisions or for receiving diagnosis of, or guidance about, a specific medical condition.

Live Healthy

Designed to enhance the lives of Macy’s, Inc. associates and their families. Live Healthy provides inspiration, incentives, and tools to create healthier lifestyles.
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Getting Pregnant and Pre-Pregnancy

Tips for Having a Healthy Pregnancy

- **Get a preconception checkup.** This is a medical checkup you get before pregnancy to make sure you’re healthy when you get pregnant. Once you’re pregnant, get early and regular prenatal care.

- **Check to see if your vaccinations are up to date.** Rubella (German measles) and chickenpox can cause birth defects and other problems if you contract them during pregnancy.

- **Get a dental checkup.** Keep up your regular dental checkups before and during pregnancy. If you have gum disease, getting treatment before pregnancy may prevent health problems for you and your baby.

- **Take a prenatal vitamin with 400 micrograms of folic acid every day.** Folic Acid is a B vitamin that every cell in your body needs for healthy growth and development. If you take it before and during early pregnancy, it can help prevent birth defects of the brain and spine called neural tube defects (NTDs).

- **Eat healthy foods and get to a healthy weight.** Being at a healthy weight before pregnancy may help you avoid health problems for you or your baby. Overweight, obese and underweight women are more likely than woman of a healthy weight to have pregnancy problems. Eat healthy during pregnancy and ask your doctor if you have any specific concerns.

- **Do not eat seafood with high amounts of mercury.** Shark, swordfish, king mackerel or tile fish (golden or white snapper) are examples of seafood with high amounts of mercury which can be harmful to your developing baby. You should limit other fish and shellfish to 12 oz. total per week.

- **Don’t smoke, drink alcohol, use street drugs or take prescription drugs that aren’t prescribed for you.** All of these may cause your baby serious and permanent damage, or even cause you to miscarry. Stay away from secondhand smoke, and talk your health care provider about options to help you quit.

- **Learn about your family health history.** Talking to your family about any health conditions and treatments that you, your partner and everyone in your families have had can help you make important health choices in your life.

- **Keep safe from toxoplasmosis by not eating undercooked meat or changing your cat’s litter box.** Undercooked meat and cat feces may have parasites in them that cause an infection called toxoplasmosis. Toxoplasmosis can cause birth defects.

- **Keep safe from pets that are rodents, like hamsters, mice and guinea pigs.** Rodents can carry a virus called lymphocytic choriomeningitis (LCMV) that can harm your baby.

- **Stay away from harmful chemicals, like paint thinner.** Some chemicals may increase your chances of birth defects.

- **Seek help if you’re being abused by your partner.** Abuse often gets worse during pregnancy, and it is not good for you or your baby. It is important for you to reach out for help to ensure a healthy future for both of you.

- **Reduce the stress in your life.** Too much stress can cause problems during pregnancy.
What to Expect During Pregnancy

Physical and Emotional Changes
During pregnancy your body, emotions and relationships will do some growing and it is common to experience these changes. Every woman feels changes in their own way. In the beginning of your pregnancy you may feel very fatigued, and at other times, you could have trouble sleeping.

Many women feel nauseated in the morning (morning sickness) or throughout the day during the first trimester of pregnancy and may continue throughout the pregnancy. Some women never have this problem. In early pregnancy, you will also notice changes in your breasts. Your breasts will grow and change in preparation for breastfeeding. Throughout your pregnancy, you may get heartburn or crave certain foods. Also, swelling, aches and pains are common. You also may enjoy the flutters of your baby moving and kicking.

Your emotions may change, too. Even if you are happy about your pregnancy, you may experience feelings of worry about your baby or sadness at the coming changes in your lifestyles. Your relationship with your partner and other children may also change, which varies for every woman. Talk with your partner and with your doctor if you have concerns about how you’re feeling.

Diagnostic Test and Exams during Pregnancy
Your first prenatal exam is to confirm the pregnancy and gives your doctor or midwife important information about planning for your care. You’ll have a pelvic exam, urine and blood tests. You’ll also have your blood pressure and weight checked. The urine and blood tests are used to confirm pregnancy and to tell whether you have low iron levels (anemia) or have signs of infection.

At each prenatal visit you’ll be weighed, have your stomach measured, and have your blood pressure and urine checked. Go to all your prenatal appointments; after the confirmation of pregnancy and once you meet your deductible, you pay a 20% coinsurance and your Macy’s, Inc. health plan covers 80%. Although these quick office visits may seem simple and routine, your doctor is watching for signs of possible problems like high blood pressure (pre-eclampsia).

At about seven weeks you get to see the baby’s heart beat for the first time! Also, in some medical centers, you can choose to have an optional screening in your first trimester to see if your baby has a chance of having Down Syndrome or other genetic problems. The test usually includes a blood test and an ultrasound. This screening is usually an additional charge.

At approximately 11 weeks you get to hear the baby’s heartbeat, and at every visit after. During your second trimester, you can have an optional blood test (triple or quadruple screen test) to see if you are at an increased risk of having a baby with birth defects. Based on the results of these tests, you may be referred to a geneticist for further discussion. This screening is also an additional charge.

At 20 weeks via ultrasound, when positioned properly, you can count your baby’s fingers and toes! Also, late in your second trimester, your blood sugar will be checked for diabetes during pregnancy (gestational diabetes). Near the end of your pregnancy, you will have tests to look for infections that could harm your newborn.

Glucose screening and glucose tolerance testing (GTT) are tests performed to check for gestational diabetes. The mother drinks a solution of highly concentrated sugar. After an hour, her blood is drawn and tested to determine the level of sugar (glucose) in her blood. During a GTT, additional blood samples are drawn and tested over a three-hour period.
Exams Performed by Trimester

<table>
<thead>
<tr>
<th>Visit</th>
<th>Exams or tests performed</th>
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<tr>
<td>First Prenatal Exam</td>
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<td>Ultrasound</td>
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<td>Second Trimester</td>
<td>Blood test (triple or quadruple test) to see if there is a higher than normal chance of birth defects.</td>
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<tr>
<td>Late in Second Trimester</td>
<td>Blood sugar is checked for gestational diabetes</td>
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<tr>
<td>Near the end of Pregnancy</td>
<td>Infections that could harm the baby</td>
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Understanding Insurance

Explanation of Benefits (EOB)
An EOB is a document(s) you will receive from your health plan that shows you what medical treatments or services were paid for on your behalf. The items described on an EOB include:

- Payee, Payer and Patient;
- Services performed, date of service, description or code of service and provider name (place or person);
- Total billed charges;
- The amount the patient is responsible for; and
- Any adjustment reasons and adjustment codes.

If you have additional questions about your EOB, contact your medical carrier.

Definitions to some commonly used key terms regarding your insurance:

- **Coinsurance**: The percentage of the cost you’ll pay for medical care once you meet your deductible. The term coinsurance means the percentage of charges for covered expenses that a covered person is required to pay under the plan during each Plan year after the annual deductible has been satisfied. Coinsurance will be required until the annual out-of-pocket maximum specified in the Schedule of Benefits has been reached.
- **Copayment (or “copays”)**: Copays are set fees for particular covered services, such as a visit to the doctor, which you or your dependents are responsible for paying directly to a participating provider when the services are received. Copayments are in addition to any annual deductibles and coinsurance when applicable.
- **Deductible**: An annual set amount you pay every year toward your medical bills before the plan starts sharing costs with you. The deductible for health plan options is based on the Company’s Plan year (July 1 through June 30) or the calendar year (January 1 through December 31).
- **Employee Assistance Program (EAP)**: The EAP provides confidential support for those everyday challenges. The EAP offers a range of assistance including counseling services, family planning, child and elder care referrals, financial and legal advice and much more. Five confidential counseling sessions are available at no-cost to all associates (and their household family members) who average a 20-hour work week.
- **Family and Medical Leave Act (FMLA)**: A federal program that entitles eligible associates to take up
to 12 weeks of unpaid, job-protected leave each year for specified family and medical reasons.

- **Family Status Change Event**: An event including, but not limited to, marriage, divorce or birth of a child, that may permit or require a change in group benefits coverage. The associate must notify HR Services within 31 days following a qualifying family status change and complete the two-step process to be able to make benefit elections or changes. This may also be referred to as a Qualifying Event.

- **Out-of-Pocket Maximum**: Is the maximum amount the participant pays toward covered expenses in a given year before the health care option begins paying for benefits. Once you reach your health plan’s out-of-pocket maximum, your insurance company will cover 100% of the costs they consider to be medically necessary. These expenses may include co-payments and deductibles.

It is important to plan ahead and evaluate the potential health care costs associated with pregnancy. Check to see if your doctor is in your network, the average cost of delivery for the facility you would want to use, and if applicable, the potential treatments that may be needed after delivery.

**Questions to Ask Your Doctor**

Below are some questions that you may want to ask your doctor. While this isn’t a complete list, and everyone has different circumstances, this is a good place to start. It may be helpful for you to prepare a list of your questions prior to each visit.

1. How do I determine my due date?
2. What are prenatal vitamins? Why do I need them?
3. How can I tell if the symptoms I’m having are normal?
4. When should I call a doctor?
5. What is the normal amount of weight to gain during pregnancy?
6. What remedies do you recommend to ease morning sickness or other ailments?
7. What do you recommend about exercise and specific foods I should eat?
8. Are there any activities, medicines, or foods I should avoid while pregnant?
9. Am I at high risk for any problems during pregnancy?
10. Do you have suggestions about how not to worry about having a healthy pregnancy?
11. Do my risk factors or family history require me to take any special precautions?

**How Partners Can Help**

Partners play a key role in the health of mom and baby during pregnancy. Below are some suggestions for how to best support your partner.

- Go with your partner to preconception and prenatal visits. The health care provider will need to know your medical history, too. Get to know your partner’s prenatal care providers.
- Learn as much as you can about pregnancy, childbirth and parenting. Read books or articles, visit websites, watch videos and use the resources in this guide.
- Help plan for the baby. Decide where the baby will sleep, go shopping for baby things.
- Help your partner stay healthy during pregnancy. Help her keep healthy by making good food choices like whole grain breads, cereal and pasta and low fat dairy products. If you eat healthy, you’ll make it easier for her.
- Support your partner’s decision to breastfeed. Breast milk is the best option for the baby.
Working During Pregnancy
Most women can continue to work during pregnancy; however challenges may arise. Knowing how to alleviate common pregnancy discomforts can make working while pregnant much easier.

To Ease Nausea at Work:
- **Avoid nausea triggers.** That double latte you craved every morning before pregnancy or the smell of foods re-heated in the break room microwave might now make your stomach flip-flop. Steer clear of anything that triggers nausea.
- **Snack often.** Crackers and other bland foods can be lifesavers when you feel nauseated. Keep a stash at work for easy snacking. Ginger ale or ginger tea might help, too.
- **Drink plenty of fluids.** If you don't drink enough fluids, your nausea might get worse. Keep a water bottle at your desk or in your work area and sip throughout the day.

Handling Fatigue
- **Eat foods rich in iron and protein.** Fatigue can be a symptom of iron deficiency anemia, but adjusting your diet can help. Choose foods such as red meat, poultry, seafood, leafy green vegetables, iron-fortified whole-grain cereal and beans.
- **Take short, frequent breaks.** Getting up and moving around for a few minutes can reinvigorate you. Spending a few minutes with the lights off, your eyes closed and your feet up also can help you recharge.
- **Cut back on activities.** Scaling back can help you get more rest when your workday ends. Consider doing your shopping online or hiring someone to clean the house or take care of the yard.
- **Keep up your fitness routine.** Although exercise might be the last thing on your mind at the end of a long day, physical activity can help boost your energy level — especially if you sit at a desk all day. Take a walk after work or join a prenatal fitness class. Be sure to check with your health care provider before you start any new fitness program or routine.
- **Go to bed early.** Aim for seven to nine hours of sleep every night. Resting on your side will improve blood flow to your baby and help prevent swelling. For added comfort, place pillows between your legs and under your belly.

Staying Comfortable
Moving around every few hours can also ease muscle tension and help prevent fluid buildup in your legs and feet. Try these other strategies:
- **Sitting.** Adjustable armrests, a firm seat and back cushions, and good lower back support can make long hours of sitting much easier — especially as your weight and posture change. If your chair isn't adjustable, improvise. Use a small pillow or cushion to provide extra support for your back.
- **Standing.** Prolonged standing can cause blood to pool in your legs, which might lead to pain or dizziness. It also puts pressure on your back. If you must stand for long periods of time, put one of your feet up on a footrest, low stool or box. Switch feet every so often, and take frequent breaks. Wear comfortable shoes with good arch support. Consider wearing support hose, too.
- **Bending and lifting.** Proper form can spare your back, even if you’re lifting something light. Bend at your knees, not your waist. Keep the load close to your body, lifting with your legs — not your back. Avoid twisting your body while lifting.
Controlling Stress
To minimize workplace stress:
- **Take control.** Make daily to-do lists and prioritize your tasks. Consider what you can delegate to someone else — or eliminate.
- **Talk it out.** Share frustrations with a supportive co-worker, friend or loved one.
- **Relax.** Practice relaxation techniques, such as breathing slowly or imagining yourself in a calm place. Or try a prenatal yoga class, but check with your health care provider before you start any new fitness program or routine.

High Risk Pregnancy
As women age beyond the age of 35, some risks in pregnancy increase. These risks vary from woman to woman. The greatest age-related risks over age 35 are of infertility and miscarriage.

Most cases of Down syndrome pregnancies occur in older women. If birth defect testing is done in the second trimester, fetuses with birth defects are found in about:
- 1 out of 132 women age 35
- 1 out of 83 women age 37
- 1 out of 40 women age 40
- 1 out of 12 women age 45

Speak to your health care provider about any concerns related to pregnancy risk and complications.
Hospital Packing List

- **Confirm your Primary Care Physician**
  - The hospital will not discharge you until you designate your baby’s primary care doctor.

- **Camera or Video Recorder**
  - You'll want to immortalize every moment of those first few hours with your new baby. Don't forget the chargers, and confirm that your hospital allows video cameras.

- **Cash and Change**
  - Bring cash and change for snacks, gift-store runs, and any of your miscellaneous cravings or whims.

- **Cell Phone and Charger**
  - Be sure your partner has a cell phone when you head to the hospital. He can call friends and family to update them on your progress — and announce the big news when your baby arrives.

- **Extra Bag**
  - With all the goodies from the hospital — diapers, blankets and creams — and all the gifts from well-wishers, you're bound to have a lot more luggage coming out than you did going in.

- **Family Photos**
  - Bring pictures of your older kids (if applicable) to the hospital to help you stay focused during labor. And seeing their photos by the bed will let your older kids know you love and miss them (which could help with bouts of any jealousy.)

- **Flip-Flops**
  - Bring flip-flops for the shower or to wear home if your feet are too swollen to fit into regular shoes.

- **Personal Care Items for Mom**
  - Toothpaste and toothbrush, soap, lotion, deodorant, bra (a nursing bra and nursing pads if you are breastfeeding).

- **Hair Care Products**
  - Shampoo, conditioner, clips and barrettes — and a brush and comb — will help keep your hair out of your face during labor (and ensure that you look great in those first photos with your new baby).

- **Homecoming Outfit for Baby/Outfit for Newborn Photo**
  - Skip the sleep sack and tight-fitting outfits. Instead, pack a kimono-style shirt, with footed pants so you don't have to bring socks. Bring a receiving blanket and hat (a heavy, warm one in the winter and a thinner cotton one in the summer).

- **Homecoming Outfit for You**
  - A clean, loose-fitting outfit will best suit your still-round belly and make your trip home as comfortable as possible.

- **Car Seat**
  - A car seat for riding home. Many local fire departments will demonstrate and ensure your car seat is installed properly.

- **Important Documents**
  - Bring copies of your birth plan (if you have one), a picture ID, medical insurance information, ID card and hospital registration forms. Even if you've already registered at the hospital, some hospitals need to confirm your records before they can admit you.

- **Manicure Tools**
  - Your newborn may have long nails from the beginning. Stash a pair of rounded fingernail scissors or a mini emery board from the baby's toiletry kit in your bag.

- **Memory Book**
  - Take a journal for your baby so you can jot down notes and questions for the doctor. You can even ask the nurses to stamp your baby's footprints when they're preparing the birth certificate.

- **Music, Movies, and Magazines**
  - A personal DVD player, iPod and a good book can help district you — and your partner — from the pains and waiting for labor to begin.
Birth Plan
After months of pregnancy, you will finally meet your baby face-to-face. You do not need a birth plan, but having one is a great idea! A birth plan establishes how you want the different aspects of your baby’s birth to happen.

Questions to help you start formulating your birth plan include:
- Who do you want with you during labor?
- What do you want to do during labor?
- Do you want drugs to ease the labor pains?
- Are there special religious or cultural practices you want to happen when your baby is born?

Once you have determined your birth plan, be sure to share it with those that will play a role on the big day. Doing so will ensure that everyone understands how you want your labor and birth to be.

After Baby is Born
Feeding Your Baby
You can choose to breastfeed or formula feed your baby. The American Dietetic Association (ADA) recommends breastfeeding; however, it is important to discuss what option is best for you and your baby with your doctor.

Losing Baby Weight
Remember that the weight you gained during pregnancy was a good thing. It helped give your beautiful new baby the nutrients he/she needed to grow. Here are a few pointers to get you back into shape.

Healthy eating – Make healthy food choices, when choosing your meal focus on the following:

- **Fruits and Vegetables.** These foods give you fiber and important vitamins like A, C and Folic Acid. Eating these foods can help you feel full for longer periods of time. You may have fewer cravings for unhealthy snacks.
- **Proteins.** Meat, pork, poultry, fish, eggs and beans contain important nutrients like protein and iron. Choose lean meats. They have the nutrients your body needs, but without the extra fat. When you buy meat, look at the label on the package. It sometimes tells you the percentage of fat. For example, the label says "95% Lean." This means that the meat contains 5 percent fat. Select meats that are low in fat. When preparing poultry, remove the skin and trim away visible fat for a healthier meal. Fish like salmon, herring, sardines or fresh-water trout are another good option. These fish are high in omega-3 fatty acids, which are important nutrients that your body needs.
- **Whole grains.** When choosing breads, pasta or rice, try eating products made from whole grains. These foods are high in fiber. They also provide essential vitamins like Folic Acid. Whole grains help give your body the energy it needs when it’s on the move.
- **Low-fat dairy.** Milk, yogurt and cheese are all major sources of protein, calcium and vitamins. Choose dairy products that are low in fat. In this way, you get the nutritional benefits without the extra fat.
- **Pass on the junk food.** Chips, cookies, sodas and other junk food contain too many calories with little nutritional benefit. If you like to snack between meals, choose healthy treats like fruit.
- **Smaller portions.** It’s not only important to know what you eat, but how much to eat. Many restaurants serve meals that are two or three times larger than the amount that should actually be eaten. Check out choosemyplate.gov, an online tool from the U.S. Department of Agriculture. It can help you plan healthy meals based on your age, weight, height and physical activity. There’s also a special section on healthy eating for breastfeeding moms.
• **Healthy cooking.** Use healthy cooking methods like steaming, boiling, baking or broiling. Avoid frying food as it adds unhealthy fats to the meal. Reduce calories when you cook. Lower the amounts of cream, butter and sugar in your recipes, or make low-calorie substitutions. For instance, use skim or one percent milk instead of whole milk.

• **Exercising.** Exercise is a key component of a healthy lifestyle, after pregnancy, most women can start exercising as soon as they feel ready. Talk to your health provider before beginning your exercise routine.

• **Walking.** You may want to start your way back into fitness with a walk. Take a brisk walk whenever you can, every day if possible. When you feel up to it, move on to more intensive exercises like running or biking.

• **Swimming.** Swimming is a great workout. Some local fitness and community health centers offer special workout classes for new moms.

**Postpartum**

The birth of a baby can trigger a jumble of powerful emotions. Many new moms experience the "baby blues" after childbirth, which can include mood swings and crying spells that fade quickly. But some new moms experience a more severe, long-lasting form of depression known as postpartum depression. Being informed can help you understand depression and treatment options. You’ll also discover that you’re not alone. Depression is a medical condition that can affect anyone including pregnant women. Depression usually does not go away on its own and can get worse if not treated. Talk to your support system and reach out to your doctor. The good news is that there are safe and effective treatments for depression during and after pregnancy.

**Risk Factors**

The following factors increase the likelihood of developing depression during or after pregnancy:

- Being depressed or having another mental illness prior to pregnancy;
- A family history of depression or other mental illness;
- Inadequate support from loved ones;
- Anxious or negative feelings about being pregnant;
- Problems with a prior pregnancy;
- Financial or martial problems, or other major life stresses;
- Bring pregnant at a young age; and
- Abusing drugs or alcohol.
Your Child’s Health: Age 2 and Beyond

It is important to start good habits when your baby is young. One of the best strategies to reduce childhood obesity is to improve the diet and exercise habits of your entire family. Treating and preventing childhood obesity helps protect the health of your child now and in the future. Parents are the ones who buy the food, cook the food and decide where the food is eaten. Even small changes can make a big difference in your child’s health.

The following tips can help with combating childhood obesity:
- Encourage your child to eat a variety of fruits and vegetables;
- Limit sweetened beverages;
- Eat family meals together;
- Eat at home more often;
- Keep screen time to 2 hours a day or less;
- Emphasize activity, not exercise;
- Find activities your child likes to do; and
- If you want an active child, be active yourself!

Additional Resource Links

Books
- Mayo Clinic Guide to a Healthy Pregnancy by the pregnancy experts at the Mayo Clinic – This book is accurate and reputable with a very detailed look into pregnancy week by week.
- The Girlfriends Guide to Pregnancy by Vicki Lovine – This is an all-around guide to a first pregnancy.
- The Pregnancy Countdown Book by Susan Magee – This book has one page for everyday of your pregnancy, and provides tips and suggestions.
- What to Expect When You’re Expecting by Heidi Murkoff and Sharon Mazel – The dictionary of what could happen during pregnancy. This is the book of books for pregnant moms.

Online Websites
- Babycenter.com – Offers tons of information on nearly every topic. Includes first year baby cost calculator.
- Childbirthconnection.com - High quality information for expectant mothers and focuses on using evidence and research to work toward higher quality, higher value maternity care system.
- Fitpregnancy.com – Focuses on a mother’s health as it relates to fitness and nutrition but offers other valuable resources for mothers.
- Mom365.com – Great resources for baby photography.
- Marchofdimes.com, Mayoclinic.com and webMD.com.
- Parents.com – All around resources for parents and kids.

Mobile Apps for Moms and Moms to be
- Baby Center/My Pregnancy Today - By entering the mothers due date this app allows you to learn about your pregnancy from day to day. Access a pregnancy checklist, baby registry and track your progress.
- Gerber Pregnancy Calendar – This app help provides information a mother to be needs to support a healthy pregnancy. Nutritious snacks, how to feed videos and even weight tracker.
- 50,000 Baby Names - Need help finding the perfect name for your baby, this app can help. You can even filter by mean, popularity or origin.
- Happy Pregnancy Ticker - This app can give you all sorts of stats about your pregnancy, one can also enjoy the discussion forum about many different subjects.
Resources Available through the Macy’s, Inc. Cigna Medical Plan

Macy’s, Inc. health insurance through Cigna

If you carry health care coverage through Macy’s, Inc. your pregnancy will be covered under your medical plan. Here are a few maternity services included in the plan:

- All routine prenatal and postnatal physicians visits (after the confirmation of pregnancy); and
- Inpatient delivery;
- Breast pump

Beginning July 1, 2017, comprehensive infertility coverage is available for participants enrolled in a My Choice Plan medical option. This infertility coverage includes:

- Artificial Insemination;
- In-vitro Fertilization, GIFT and ZIFT; and
- Services such as labs, radiology tests, surgical treatments and more!

Check to confirm your doctor, hospital and lab are in-network to get the best savings.

NOTE: You will need to refer to your Summary of Benefits and Coverage and/or Summary Plan Description or contact your health plan to receive specific details on deductibles, copays and coinsurance, as it relates to the medical carrier you’ve chosen.

Using Cost and Quality Tools to Select a Provider

Visit www.myCigna.com to shop around and compare the costs for both prenatal services and labor and delivery charges in advance to get a true estimate of your payment responsibility based on the medical plan you are enrolled in. When looking for these providers look for the quality designation that is only given to providers that have met specific clinical performance and efficiency standards.

Preventive Screenings

Preventive screenings are a key factor to early detection of any cancer or illness. When visiting your doctor to receive your preventive screenings, you are taking steps that could lead to prevention and early detection of health issues. Associates and spouses enrolled in a My Choice Plan medical option can each earn a $50 preventive care incentive for completing an approved preventive screening.

Additionally, these annual preventive screenings are covered at 100% if you are enrolled in a Company-sponsored medical option and visit an in-network doctor. For more information on the preventive services that are covered at 100%, please contact Cigna at the number listed on your ID card. For more information on preventive care and available screenings, visit the Helpful Tools page of My Benefits on My IN-SITE.

Healthy Pregnancy Healthy Babies Program

Cigna’s Healthy Babies® prenatal care and educational materials provide information and support that work-from prenatal to post-delivery. To support you during your pregnancy, you’ll receive:

- Information to help you learn about pregnancy and babies
- 24/7 telephone access to a health advocate.
- Text messages (text 511411 to get started: BABY for English, BEBE for Spanish)
- Support from a registered nurse if you or your baby has special health care needs.

Call Cigna at 1-800-558-8361 to request your welcome packet. Start today and give your baby a healthy start in life!
**Nurse Advisor Program**
The Nurse Advisor program is available to all Cigna participants and offers personalized support for complex or chronic conditions. The Nurse Advisor team includes trained nurses, coaches, nutritionists, clinicians and counselors who will listen and understand your needs and help you find solutions even when you are not sure.

If you suffer from certain uncontrolled conditions such as diabetes, cardiovascular disease, metabolic syndrome, or you have health risks identified through Know Your Numbers and/or pharmacy and medical claims, a Cigna Nurse Advisor can help; nurses may reach out to you directly about the Disease Management Program. Associates and covered spouses, enrolled in a Macy's, Inc. Cigna medical option can actively engage in disease management coaching sessions that address specific health risks and goals to be eligible for a $100 incentive.* In order to receive the incentive, participants must complete program goals, including a preventive screening.

*Only one incentive per enrolled participant per plan year

Cigna: 1-800-558-8361; [www.mycigna.com](http://www.mycigna.com)

**24-Hour Health Information Line**
Cigna participants can access support 24/7 when you need answers to your health care questions or help understanding treatment options. The 24-Hour Health Information Line number is listed on the back of your medical ID card; your call is always confidential and no-cost to you.

**Quit Today Tobacco Cessation**
Tobacco use puts both you and your baby at risk for serious health problems. If you are enrolled in a Macy's, Inc. medical option and would like to learn more about the free and confidential Tobacco Cessation program and how to develop a quit plan that is right for you, contact:

- Cigna Participants: 1-800-558-8361; and say ‘lifestyle coaching’ or visit [www.mycigna.com](http://www.mycigna.com) and enter your user ID and password
- For all other plan participants contact Cigna: 1-866-417-7848 or visit [www.cignabehavioral.com](http://www.cignabehavioral.com) (password: macys)

**Employee Assistance Program (EAP)**
The Cigna Employee Assistance Program (EAP) provides confidential 24/7 support for those everyday challenges, more serious problems and everything in between at no-cost to you. This program is available to associates (and their household members) who average a 20-hour work week.

Through the EAP, you can access help and resources for situations such as: chronic condition support; securing credit and financial counseling; managing marital issues; depression; parenting and/or work-related stress; and coping with the loss of a loved one. You may receive this assistance over the telephone, or make arrangements to meet face-to-face with a licensed clinician in your area, and receive up to five covered visits. To access the EAP: 1-800-558-8361 or visit [www.cignabehavioral.com](http://www.cignabehavioral.com). Under the ‘I want to’ section, click ‘log on to access your benefits,’ then, enter ‘macys’ for the Employer ID.
Express Scripts, Inc. (ESI)
Express Scripts is the prescription drug administrator for the My Choice Plans and the HMSA medical options. Plus, if you’re enrolled in a My Choice Plan medical option, you have access to great pharmacy benefits such as no-cost and deductible waived medications!

The annual deductible applies when you need to get most prescriptions, but for brand-name diabetes medications and supplies (including injectables), the deductible is waived and you just pay the 20% coinsurance. If you take a preventive, maintenance and/or diabetic prescription medication that is used to manage health care conditions such as high blood pressure, cholesterol and diabetes, review the prescription drug listings (available on the Helpful Tools page of My IN-SITE) and talk to your doctor about switching to one of the no-cost or deductible-waived medications to save your money!

To access this cost-saving benefit from your My Choice Plan medical option, simply fill a 90-day supply prescription at a Walgreens or Duane Reade, or through Express Scripts convenient home-delivery service!

1-877-603-8396; www.express-scripts.com

Macy’s, Inc. Executive Paid Parental Leave Policy
Welcoming a new family member is a special experience, and we want to support you in all aspects of your new adventure. We are proud to offer Paid Parental Leave to give you time to warmly welcome your newest family member. Eligible executives qualify for a maximum of eight (8) workweeks of paid parental leave in a 12-month period, measured from the start date of the qualifying event.

Executives are eligible for Paid Parental Leave upon hire. The qualifying event must occur while the executive is an employee of Macy’s, Inc. Temporary executives and independent contractors are not eligible for Paid Parental Leave. A completed Paid Parental Leave application—including applicable documentation—must be submitted to HR Services at least two weeks prior to the anticipated date of departure for leave. Call HR Services at 1-800-234-6229 if you have any questions.

Macy’s, Inc. Leave of Absence Policy
Macy’s, Inc. offers many types of workplace accommodations, including leave of absences, for different circumstances that may arise your life. If your health care provider has restricted your ability to work because of a pregnancy related condition, Macy’s, Inc. has trained professionals who can help you explore a variety of options to allow you to continue to work or, if necessary, to take a leave of absence. Call HR Services at 1-800-234-6229 and select option 3 to speak with a Leave of Absence representative.

Eligibility for Work Time Off
You may be eligible for the Family and Medical Leave Act (FMLA) if, at the time the request is made, the following requirements are met:

- **Service Requirement**: You must have been employed with the Company (any Macy’s, Inc. division) for 12 months. While these 12 months need not be consecutive, service performed prior to a break in service of seven years or more does not count (with limited exceptions). You may be required to provide evidence of prior service, if the prior service occurred outside the Company’s record retention period.
- **Hours Worked Requirement**: You must have worked a minimum of 1,250 hours during the 12-month period immediately preceding the date the leave is scheduled to begin.

FMLA and State leave eligibility may vary for married couples who both work for the Company. To learn more about the leave of absence policy, visit My IN-SITE and select My Benefits and then Leave of Absence.
Life Event: Change in Family Status
You will have 31 days from the birth of your child to report the change in your family status if you would like to make changes to your benefits, such as adding your baby to Macy’s, Inc. medical coverage or increasing your life insurance. You will need to contact HR Services at 1-800-234-MACY (6229) and complete the Certification of Change in Family Status form available on My IN-SITE on the My Benefits page under Benefit Forms.

For more information on taking a leave of absence, visit My IN-SITE select My Benefits and then Leave of Absence.

Macy’s, Inc. Infant Feeding Policy
The Company recognizes that breastfeeding is a natural and healthy way to feed an infant. You may develop an infant feeding plan upon your return to work. You must speak with a manager to request an accommodation relating to infant feeding. In most cases, infant feeding/milk expression times will run concurrently with meal periods and/or rest breaks already provided. Your supervisor will identify an infant feeding room where you can feed your infant or express milk. Additionally, the Company will provide a refrigerator for the storage of breast milk; you assume sole responsibility for the safety of your breast milk, and your breast milk expression equipment. For more information talk with your HR Representative about what plan will work best for you.

Sources: March of dimes, www.myCigna.com, Webmd, Healthwise, and the CDC