



Talk to HR



## Who needs a fertility benefit at work?

These facts prove inclusive fertility benefits can make a big difference for both employees and employers.

Family building is for everyone, regardless of their gender, sexual orientation, or medical diagnoses. These days, everyone can benefit from having fertility coverage as part of their employer-sponsored health plan; a person who wants to preserve their fertility by electively freezing their eggs; an LGBTQ+ couple who wish to pursue surrogacy, foster care, or adoption to grow their family; or a heterosexual married man and/or woman who are among the 17% of individuals who will experience infertility in their lifetime, according to the [World Health Organization](#).

Plus, workplaces are more diverse these days—56% of employed U.S. adults welcome focusing on diversity, equity, and inclusion efforts, or DE&I, at work, according to a [2023 Pew Research Center survey](#). And one way to be more inclusive is by offering fertility benefits to all employees, no matter how they plan to fulfill their dreams of parenthood.

### Benefits of inclusive fertility coverage

Having the right fertility benefit coverage under an employee-sponsored health insurance plan means better chances of getting pregnant faster, with a healthier pregnancy. These are not just better outcomes for the birthing person (and baby), but also for the organization. Let your HR department know that inclusive fertility coverage has been shown to:

- **Reduce maternity and NICU costs** associated with IVF-related multiples (twins/triplets) and make efficient use of employer healthcare dollars. In fact, 97% of employers that provide a fertility benefit [cited](#) they haven't experienced a significant cost increase in medical costs (and this includes employers that currently cover IVF).
- **Advance a company's DEI goals.** [79% of employers](#) covering IVF cited fertility coverage helped move their DE&I program forward, and [35% say](#) they designed their benefit specifically to be available to LGBTQ+ and/or single employees.
- **Support a large and growing group that needs fertility treatment**, and ensure they receive patient-centered and culturally sensitive support through the rigors of infertility. This is a key point to drive home for companies who genuinely care for their employees and their well-being.
- **Attract and retain top talent.** In fact, women leaders are [1.5 times more likely than men](#) to leave their job for a company that prioritizes DE&I and has an overall better culture for women.

## A few fertility facts

Here are just a few stats that prove the need for inclusive fertility benefits is increasing:



# 1 in 6

people globally are impacted by infertility according to the [World Health Organization](#)

# 79%

of the [LGBTQ+ community](#) planning to build a family would consider leaving their current employer for one that offers fertility benefits



# 65%

of employers have [offered fertility coverage](#) because employees asked for it

# 54%

of customers at Cryos Sperm Bank are single mothers by choice (SMBC); being a single parent by choice is becoming increasingly common



## Why Progyny fertility and family building benefits?

Progyny is a [leading fertility and family building benefits solution](#) helping people achieve their dreams of becoming parents. Progyny seamlessly integrates with an employer's medical benefits and replaces the conventional, [dollar-lifetime max, fee-for-service models](#), which assign the same maximum reimbursement amount for each member, therefore ignoring specific needs, location, and other elements that impact treatment costs.

### So, what makes Progyny stand out?

**Comprehensive, bundled coverage.** Progyny's solution uses unique benefits "currency" that mirrors your other healthcare coverage. Instead of a dollar cap, all services, tests, and medications are assigned a value, which is designed to drive superior outcomes and reduce upfront treatment and subsequent medical costs. This guarantees patients won't run out of coverage mid-treatment.

**One-on-one support.** Through our Patient Care Advocates (PCAs) and our in-house clinical staff, we provide our members with concierge support – logistical assistance, clinical education and guidance, and emotional support – from start to finish.

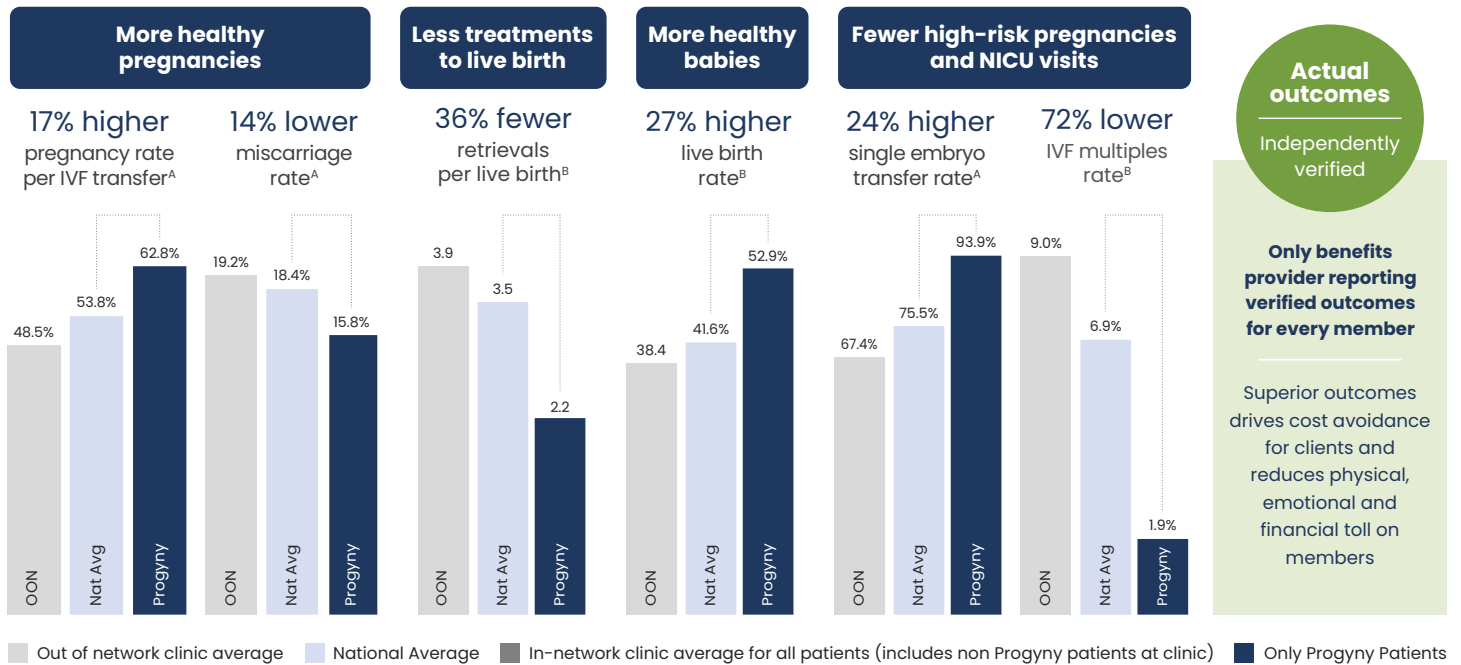
**Access to premier fertility specialists.**

Progyny partners with the nation's most desired [fertility clinics](#), which includes more than 650 provider locations throughout the U.S.

**Progyny Rx.** Medication is an essential part of treatment. With [Progyny RX](#), employers can elect to include integrated pharmacy coverage that offers significant cost savings and next-day delivery.



**Better Experiences for Individuals and Families.** The Progyny benefit is transforming care by allowing physicians to practice medicine in the best interest of their patients, resulting in more healthy pregnancies, fewer treatments at birth, more healthy babies, and fewer high-risk pregnancies and NICU visits:



**Actual outcomes**  
Independently verified

**Only benefits provider reporting verified outcomes for every member**

Superior outcomes drives cost avoidance for clients and reduces physical, emotional and financial toll on members

Note: Progyny represents Progyny in-network provider clinic averages for Progyny members based on the 12-month period ended December 31, 2022. For each Progyny outcome presented, the p-value when compared to the national average is <0.0001. | A. Calculated based on the Society for Assisted Reproductive Technology, or SART, 2020 National Summary Report, finalized in 2023. | B. Calculated based on CDC, 2021 National Summary and Clinic Data Sets, published in 2023. | <https://progyny.com/wp-content/uploads/2022/07/Milliman-Report-Evaluation-of-Progynys-Methodology-Used-in-their-Fertility-Outcomes-Study.pdf>

*Get the coverage you deserve*

Everyone deserves access to the treatment they need to build the family they desire. Progyny is proud to partner with more than 460 companies in 45+ industries to make this dream a reality for millions of people.

Ready to add the Progyny benefit to your organization? Visit [Progyny.com/talktoHR](https://progyny.com/talktoHR) to read articles, hear member stories and keep up-to-date on the latest resources. You can also direct your HR rep to [this Progyny site for employers](#), where they can read case studies and member stories and fill out a form to chat with Progyny’s team to learn more.



**About Progyny**

Progyny is the leading fertility, family building and women’s health solution for organizations. A pioneer in the cycle-based fertility coverage model, Progyny supports more than 6.7 million members annually on their journey to have healthier babies and families.