

# Fertility Assistance

Fertility benefits support everyone, no matter their sex, sexual orientation, gender identity, or geography. These benefits also encourage people to seek care navigation and clinical support, ultimately providing better care that leads to healthier outcomes.

## Emotional, financial fallout from infertility can affect employees in workplace.

Employers adding or improving fertility benefits can make a profound difference to employees struggling to build their families. Fertility is no longer just a women's issue. Offering comprehensive fertility benefits is critical for employers striving to be more inclusive. Family-planning benefits should meet the needs of LGBTQ+ employees and male employees, as roughly 50% of fertility issues lie with these groups.

## Employer advantages that come from offering fertility assistance:

- Long-term healthcare savings by supporting early fertility care
- Improved employee morale and company loyalty
- Inclusive benefits that support all employees of a diverse workforce
- Enhanced employer reputation as a family-friendly organization

Sources: *peoplekeep.com*, March 2, 2022, *Offering Fertility Benefits to your Employees*; *carrot.com*, January 10, 2022, *Why fertility benefits should be on every employer's 2022 list*



Learn more

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## The MMA Advantage

The rapid pace of federal and state regulatory changes is increasing, leaving employers and their already-stretched human resources teams scrambling to keep up with the latest information, rules, and requirements—resulting in confusion, frustration, and risk. There are more than nine types of spending and reimbursement accounts in the marketplace with nuances that vary from claim processing, discrimination testing and IRS updates, to name a few. Our specialists provide services you can count on:

- In-house resources including service managers, employee advocates, ERISA attorneys, and compliance specialists;
- Robust employer/participant portal and mobile app with real-time access to account information including account summary, claims history, and tracking, and print version of notices and letters;
- Pre-paid debit card for participants;
- Daily claims management for fast reimbursement;
- 24/7 Participant IVR System for Frequently Asked Questions, and Participant-focused Call Center;
- Service Guarantees;
- Partnership with FSA Store;
- Pay your carrier directly;
- Real-time access to account information including account summary, payment history, paid-to dates, and print version of notices and letters.

# Your future is limitless.<sup>SM</sup>

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