

HOW TO EFFECTIVELY COMMUNICATE WITH EMPLOYERS



CONTACTING YOUR EMPLOYER

- Determine the best point of contact within human resources at your employer to deal with insurance benefits.
- Provide documentation regarding your health plan and the specific coverage you are requesting.
- Compile and share information that explains the potential advantages of offering infertility benefits. Research and share which comparable businesses are offering the coverage you are seeking.
- Strengthen your cause by building a network, employers are more likely to adjust benefits if requested by multiple employees.
- Your employer may consider making an exception, if you are in need of more coverage, make sure this need is communicated to your employer.

FACTS FOR EMPLOYERS

1. According to a 2006 survey of 900 companies by Mercer Consulting, of those that offered infertility coverage, 91% said they had no increase in healthcare costs as a result of adding infertility benefits.
2. Employers that provide infertility benefits experience improved retention, recruit valuable employees and enjoy higher staff morale.
3. Studies indicate that the cost of including IVF services in healthcare benefits is a minute fraction of the annual cost of a family benefits plan.

OVERVIEW

Through research and experience, Fertility Within Reach has developed steps to guide your communication with your employer regarding ways they can help support your family building.

QUESTIONS OR CONCERNS?

For more information, please visit fertilitywithinreach.org for our complete Employers Toolkit and Communicating with your Employer about Fertility video guide presented by *Fertility Within Reach* founder and Executive Director, Davina Fankhauser.