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## Carrot family planning

Root fertility, a startup that manages fertility benefits for employers, has raised \$24 million in funding. American Enterprise Partners took the series B round, with participation from F-Prime Capital, bringing the total amount the startup has to date up to \$40 million. The company plans to use the new funds to improve its global expansion and expand its telehealth services. Root manages fertility benefits for more than 100 companies, including tech companies Snap Inc., Box and Peloton. It covers procedures such as in-vitro fertilization, surrogacy and egg or sperm freezing through a direct compensation model. For example, an employee's company can pre-load a debit card that they can then use to pay for their fertility treatments. Since the start of the pandemic, Carrot has also expanded a telehealth program for its members, that it plans to expand with the new round of funding. The company said its members can access appointments with OB/GYNs, reproduction endocrinologists, urologists and adoptionists through virtual appointments. Root has experienced tremendous growth over the past year, establishing himself as the clear global fertility benefits leader. U.S. enterprise partners managing partner Dafina Toncheva said in a news release. We are excited and honored to support the Root team as it expands its global operation, brings more innovative products to market and redefines workplace benefits so that everyone has access to fertility care, which we believe is an essential part of health care. Other fertility benefits companies have experienced recent growth as more employers then see as a necessity. In October, Progyny raised \$130 million in an IPO. CEO David Schlanger said the company has continued to make new sales and that its existing customers plan to proceed with their fertility benefit next year. ... our new sales activity is still positive even while we've heard from some clinics did not start new treatments but got back to about 90% of normal levels. Photo credit: Nuthawut Somsuk, Getty Images TechCrunch ir daļa no Verizon Media. Mēs un mūsu partneri saglabāsim jūsu ierīcē informāju un/vai piekļūsim jūsu ierāces informācijai ar sishkfailu un lishdzāgu tehnoloģiju starpniecību, lai nodrošinātu jums personalizētas and content, get ad and content-related data, gain insight into the auditoria, and make product development. Your personal data that may be used for information about your un interneta savienojumu, tostarp jūsu IP addresses Pārlikošanas un meklēšanas darbības Verizon Media tīmekļa vietņu un lietotņu lietošanas laikā Precāza atrašanās vieta Papildinformāciju par to, It mēs first in the 1980s and egūt Privātuma politikā un Sishkfailu politikā. Lai atļautu Verizon Media un mūsu partneriem veikt savu personas datu apstrādi, atlasiet "Piekrātu" vai atlasiet "Pārvaldāt iestatījumus", lai iegūtu papildinformāciju un pārvaldātu savas izvēles. Jūs jebkurā brādā varat mainīst savas izvēles, atverot jūsu privātuma vadīshklas. Here's why tech companies offer fertility care to employees. pexels.com there are many companies in today's modern world that provide generous parental leave policies and accommodation. What's less common are companies that help their employees become parents in the first place. By offering fertility treatments and procedures as part of their employee packages, some tech companies want to change that. Here are some of the reasons they do. Fertility care should typically be part of health care, the benefits that businesses offer to employees include vision, dental and general health insurance. But when it comes to reproductive health, there is a gap that is not filled. One company strives to change that, which allows companies to add fertility benefits to their benefits programs. We believe fertility care is a fundamental part of human health care, says Root CEO and co-founder Tammy Sun. It's a core part of health care that has been ignored and unconditional for a long time. It's time for fertility care to have a seat at the table as a first-class advantage, on par with medical, dental and vision. Our mission is fertility care for everyone. Katie Evans-Reber is an HR professional at Gusto, offering these benefits to their employees. [Paying for infertility procedures] can prevent many people from getting the care they so desperately need, she says. The saddest part? Treatment works. Nearly 90 percent of cases of infertility are treatable. So at Gusto we decided to do something about it. A better benefits package is embodied our mission: to create a world where jobs empower a better life. It gives employees Family Planning Flexibility It's not unusual for people to cove parenting, but feels torn between starting a family or focusing on a budding career. Companies that offer things like egg freezing and IVF to their employees give them the chance to slow children down until they feel ready and stable enough in their career to balance both effectively. At Gusto, they announced their more inclusive fertility benefits at a company presentation. There were actually some who cried tears of happiness and pride that we extend it to everyone, says Evans-Reber. Since then we have a lot of interest in our fertility benefits. For example, one engineer on our team published a blog post about her egg freezing experience. It promotes an inclusive environment Even medical plans that currently include fertility benefits have a disadvantage: they typically require a diagnosis of infertility before benefits can be received. It prevails over many people who for other reasons pursue fertility treatments (or conservation). We [at Root] are overwhelmed by the diversity of use cases, sun says. It's egg freezing, it's gay and lesbian employees who use IVF to build families, transgender use cases, fertility preservation for women and men, surrogacy and more. Our modern plan designs are diverse and inclusive, reflecting today's modern workforce. Equality is important, but for many people and pieces of legislation it is a distant afterthought, adds Evans-Reber. Most states don't require carriers to offer fertility benefits to heterosexual couples, let alone gay couples. In 2016, Gusto became the first company in California to introduce fertility benefits without requiring a diagnosis of infertility. My personal experiences inspired me to do this and I shared that story in this blog post: How we introduced California's First LGBT-friendly fertility benefit, evans-Reber says. When I look at the benefits landscape, I knew things needed to change. Companies can attract a wider pool of talent by improving their parental benefit packages, including fertility treatments, companies are making themselves more attractive to talented prospective employees who also see children in their future. Companies are paying attention because employees are advocating themselves\* for Root, Sun. Nearly half of the leads we get are from employees asking us to speak to their Human Resources team. Companies in this not only invest to attract and retain top talent - they also want to offer benefits parity between all people regardless of age, sex, sexual orientation, gender orientation. What fertility benefits look like when implemented Foursquare is another company that recently started offering benefits through root. Meghan Lapides, VP of Human Resources at Foursquare, says: Root worked with us to find a coverage amount that both our employees supported and was sustainable for us, allowing us to scale the benefit over time. Root not only handles administering the benefits, but they provide education and support to anyone who goes through the process of trying to start a family, be it IVF, IUI, or fertility preservation, such as egg freezing. We are incredibly excited to be a company that offers benefits to our employees to help them achieve their professional and personal goals. Some may find that going through a service like Root is easier than arranging benefits themselves. Implementing the program at any is easy and swirly key, and Root provides a friendly Q&A on-site for each customer so that members (employees) can chat privately as a way to get started, Sun. Companies can customize the program to suit their stage of scale, and the program can scale as they grow. The more businesses can start, including fertility limits The first step is to demonstrate that there is desire and support for it among the employees. First, drum up support internally, says Evans-Reber. The more people want a certain advantage, the more likely your team will pay attention to it. Then, before a company goes to a service like Root, they can try talking to their insurance broker directly. The next time you have open entries, just ask the question, advises Evans-Reber. Even if it's not the norm, the more we ask, the louder our voice will be, and the sooner our change can realize. If you're a bigger company, you should examine the idea of level funding. Evans-Reber ends with a reminder of just how impactful these benefits can be for employees: When you give everyone the same access to fertility care, you give them the chance to create a real human life, she says. That's how impactful these things are. My wife and I went through a trip and a half built our family, and so did millions of other people. But we've come full circle. And we're getting closer to the day that our benefits will too.

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