



How To Identify High-Value Family-forming Benefits

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How to Identify High-value Family-forming Benefits

March 27, 2024

April Lee
COO, ARC Fertility

David Adamson, MD
CEO, ARC Fertility

Eliza Lo Chin, MD, MPH
Executive Director, American Medical Womens' Association



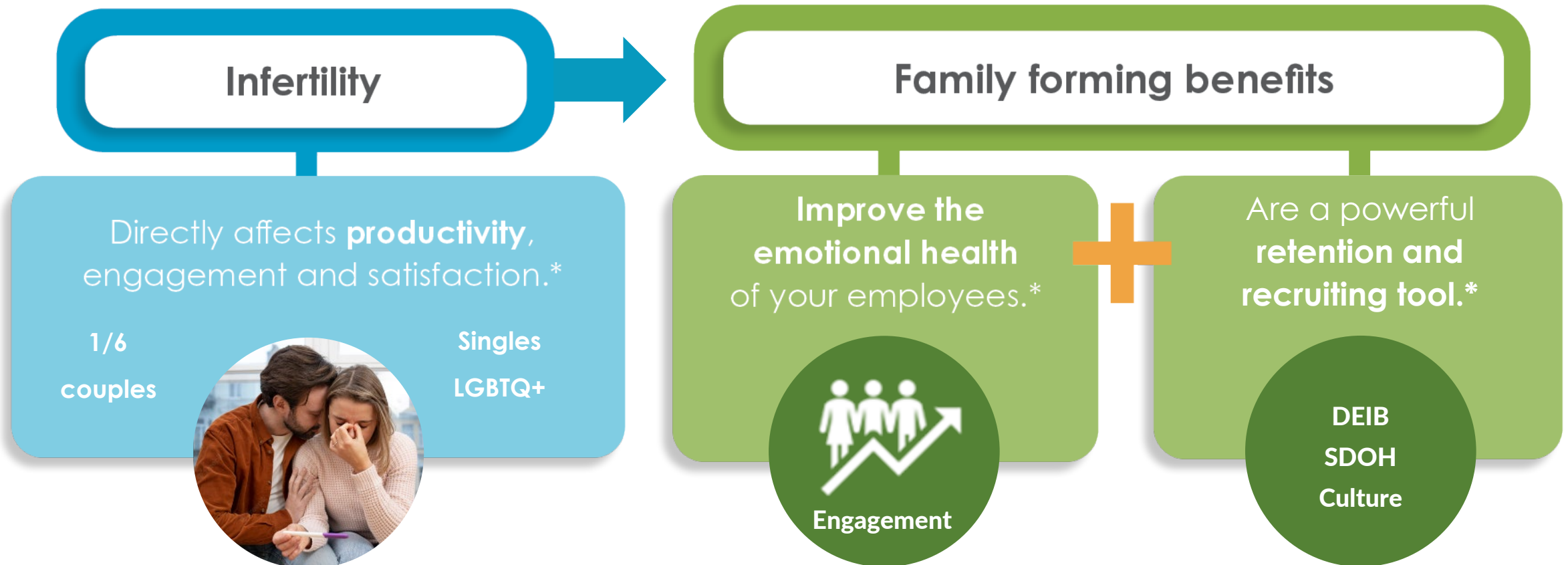


Learning Objectives

At the end of this webinar, **the participants will be able to:**

- 1) Explain why** fertility and family-forming benefits (FFB) matter.
- 2) List three metrics** that assess each of the **quality and cost** of FFB.
- 3) List five ways** FFB deliver a positive **ROI and VOI** to employers.

Why do family-forming benefits matter?





The Problem: **Infertility affects 1:4 women** **physicians and 1:8 women in** **the general population.**

The financial, emotional, and professional burden of infertility on the individual can no longer be ignored. Companies that have recognized this need and adopted policies that include fertility benefits are able to better attract and retain employees.



Reasons employers are offering family-forming benefits

70% of millennials would **change jobs** for fertility benefits¹

61% of employees with fertility benefits report **increased loyalty** to their employer²

58% of benefits leaders view it as **discrimination to not offer** fertility benefits by 2025³

97% of employers say adding infertility coverage did **not** significantly **increase** medical plan **cost**⁴

1.<https://www.benefitnews.com/opinion/3-trends-in-fertility-and-family-planning-benefits-for-2022>

2.<https://fortune.com/2022/01/31/companies-fertility-benefits-great-resignation/>

3.<https://www.wtwco.com/en-US/Insights/2018/01/infographic-growing-number-of-employers-are-offering-fertility-benefits-to-support-retain-talent>

4. Mercer 2021 Survey on Fertility Benefits

Why Companies Include Fertility Benefits



- To promote diversity, equity, and inclusion
- To provide access to quality, cost-effective care
- To stay competitive in recruiting and retaining top talent
- To be recognized as a family friendly employer
- To ensure better health outcomes for employees
 - Studies show that patients with insurance coverage that covers IVF make more appropriate decisions with their physicians, without financial constraints. For example, the lack of IVF insurance may encourage multiple vs. single embryo transfers, resulting in a higher rates of pregnancy complications and increased cost.



Question 1

1. Which of the following characteristics of family-forming benefits matter to you? (Choose all that apply)

- a) Inclusive of all employees
- b) Comprehensive for all types of journeys
- c) Targeted to specific treatments
- d) Integrated in general medical plan

Innovation in family health: How companies can take a high-value personalized approach

High-value Family-forming benefits

$$\begin{aligned} &= \frac{\text{Quality}}{\text{Cost}} \\ &+ \text{Flexibility} \end{aligned}$$

- **Quality**
 - Medical outcomes
 - Employee experience
 - Employer experience
- **Cost**
 - Total
 - Employee
 - Employer
- **Flexibility**
 - Inclusive, comprehensive
 - Optional services
 - Implementation options

Quality





Access to quality care



What experience brings high-value quality to employees?

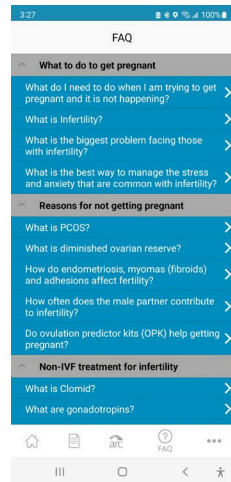
➔ Engagement through digital & high-touch supportive human navigation



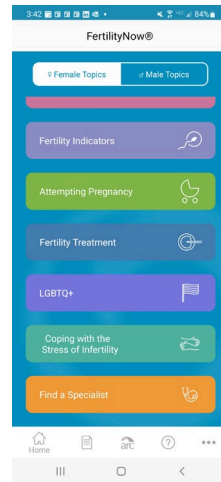
What experience brings high-value quality to employees?

➔ “Meet where at” with inclusive high-tech digital app and platform

General FAQ



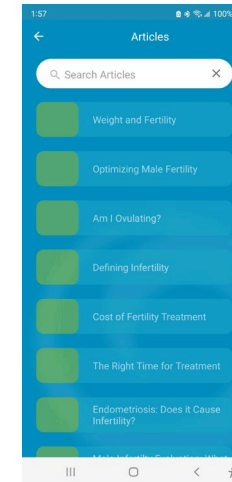
Inclusive Sections



Comprehensive Questions



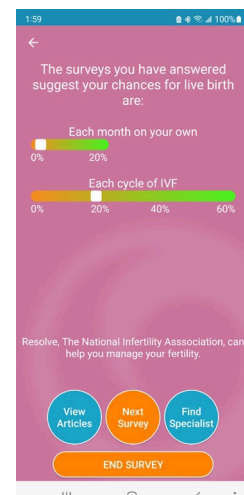
Personalized Content



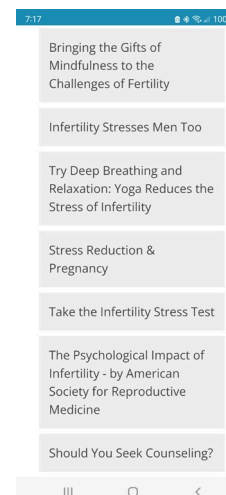
Evidence-based Information



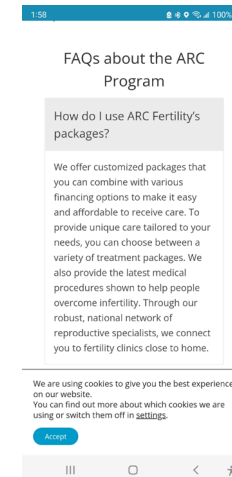
Prognostic Tools



Emotional Support



Benefits Information



What does quality mean for employers?

Flexible, end-to-end
hybrid program

Superior employee
experience

Affordable

High-value

Easy implementation

Manageable

Promote company goals



AMWA Perspective

Quality



arc

F E R T I L I T Y



Question 2

1. What do you think are the major shortcomings of family-forming benefits today? (Choose all that apply)

- a) FFB not included in benefits
- b) Employers don't know how much they are paying for FFB
- c) Quality of care is not managed
- d) Cost of care is not managed

Cost



How do employers afford the cost of family-forming benefits?

Lower costs

- Easy implementation
- Bundled treatment packages
- Discounted pricing
- Treatment plans that reduce maternity/NICU costs
- Elimination of miscoding
- Innovative payment model
- Transparency

Value-based, transparent affordable pricing model

$$\text{Total Cost} = \text{Access Fee} + \text{Subsidy Used} + \text{Utilization Fee}$$



**Choose Subsidy
Amount**



**Pay Only
When Used**



**Low Access Fee
No PEPM**



**Cost
Savings**



**Reporting +
Guarantees**

A graphic of a target with three concentric circles: a blue outer ring, a red middle ring, and a light beige center. In the center of the target is a detailed line drawing of a pineapple.

AMWA Perspective

Cost

A solid blue background with a grid of small white dots.

arc

FERTILITY

Flexibility



Why employers want benefits that support every path to parenthood

- Paths to parenthood are as **diverse** as **employees**
- Provide **options** that are inclusive, comprehensive, equitable and flexible
- **Individualized** bundled treatment packages
- **Innovative**, validated new treatments
- **DTC lending** if needed
- **Flexible** implementation

Employee journey may include:

- Home testing and/or monitoring
- Pre-pregnancy genetics
- Male testing and treatment
- Trying on own, OI/OS + IUI
- IVF $\pm$ PGT, Single Embryo Transfer
- Egg freezing
- Donor eggs, sperm, embryos
- Surrogacy, adoption
- Pregnancy navigation and support
- Pregnancy loss, early menopause
- Lactation, childcare, return to work
- Emotional support

How ARC delivers comprehensive family building and support throughout the entire reproductive life journey

Preconception

- FertilityNow app
- Pre-pregnancy genetics
- Male testing and treatment
- Home monitoring and testing

Fertility/Family-Forming

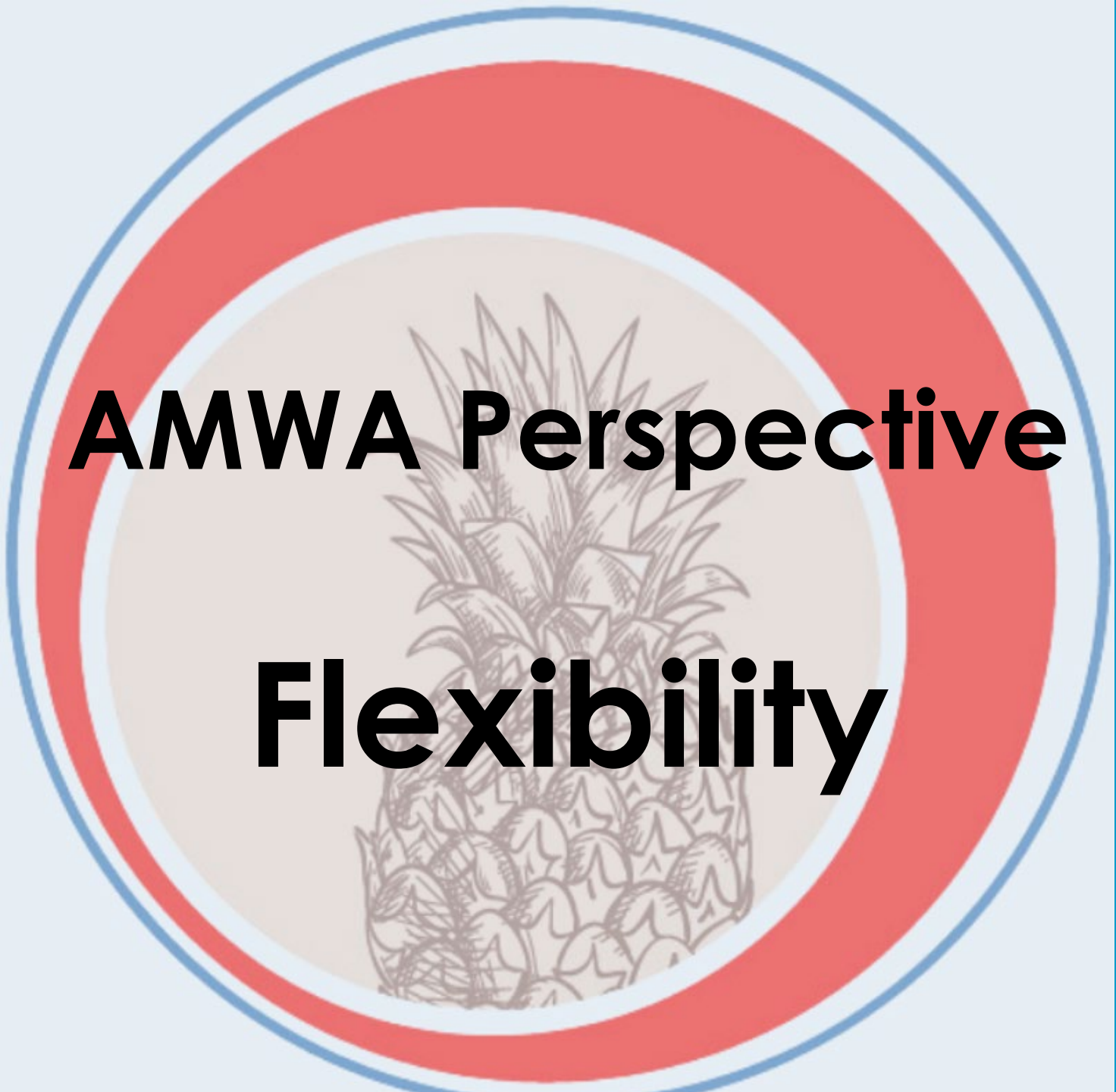
- Fertility assessment and getting pregnant
- IUI, IVF, PGT and fertility drugs
- Egg, sperm and embryo freezing
- Adoption and surrogacy

Pregnancy

- Pregnancy counseling
- High risk consultation
- Benefit plan navigation
- Adoption support

Return to Work

- Return-to-work assistance
- Leave benefits
- Lactation support
- Parental support
- Childcare resources



AMWA Perspective

Flexibility



arc

F E R T I L I T Y

Outcome



- **Overcome major hurdles by finding a solution that was flexible and affordable**
- **Support AMWA advocacy positions with action and leading by example**
- **Support organizational values of diversity, equity, and inclusion**
- **Support organizational goal of being a family friendly employer**

Summary: How employers can identify high-value family-forming benefits

Quality

- Experienced vendor
- Vetted COE national network
- Evidence-based superior outcomes
- Lower twin rates
- Superior coordinated digital and concierge experience

Cost

- Miscoding eliminated
- Discounted pricing
- Individualized bundled packages
- Avoid waste
- Minimal access fee
- No PEPM
- Lower overall cost

Flexibility

- Inclusive, comprehensive
- Plan design consultation
- Health plan coordination
- Optional pharmacy plan
- Optional other services
- Easy access
- Chosen subsidy paid only when used



Question 3

- 1. What is the most important to your organization in a family-forming benefits program? (Choose one)**
- a) Cost
 - b) Ease of implementation and administration
 - c) Quality of care and employee experience
 - d) Addresses company DEI, SDOH and culture goals

Fertility Benefits Coverage Aligns with AMWA's Goals.



American Medical Women's Association
The Vision and Voice of Women in Medicine since 1915



AMWA has spent the last century
improving outcomes for women
physicians and their patients.

And we are just getting started.

**Together we are changing
the culture of medicine**

AMWA-Doc.org



The ARC Fertility benefit provides AMWA:

- **A flexible, affordable employee benefit**
- **High quality comprehensive services for employees**
- **Resources and care navigators for employees**
- **An award-winning program recognized by the Validation Institute**
- **A physician-founded model of care**

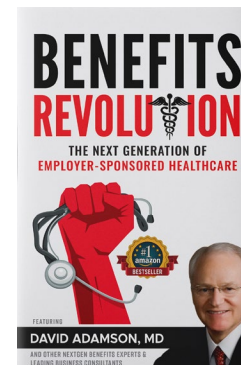
Action plan

- **How to use this information**

- Assess the value of FFB to your organization
- Determine your current FFB
- Identify strengths and deficiencies of your current FFB
- Compare available FFB programs
- Assess based on ROI and VOI
- Choose the best FFB for your organization

- **Additional tools**

- www.arcfertility.com
- Twitter @ARCFertility
- Instagram @arcfertilityusa
- <https://www.linkedin.com/company/advanced-reproductive-care/>



Available on request

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- Lensen, Human Reproduction 2021
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Thank You!

elizachin_md@yahoo.com
alee@arcfertility.com



FERTILITY BENEFITS:

The Key to Cost Containment for Employers and Employees

Employers must always be concerned about the rising cost of doing business. Remaining solvent, let alone prosperous, is becoming more difficult, especially in the current era of inflation and higher employee compensation requests. AON reports that the average U.S. employer cost per employee in the U.S. will rise 6.5 percent through 2023, by more than \$13,800 each. This is almost twice the 3.7 percent increase from 2021, a testament to the strain of ongoing pandemic concerns, supply chain issues, worker scarcity, inflation, and geopolitical instability on the economy.



Investing in more cost-efficient healthcare benefits that an organization's employees want and value is an excellent strategy for companies looking to save on their workforce without losing their workers. Better benefits attract the best talent, maximizing the value of each hire. Companies that opt for poorly designed, costly plans not valued by employees, or inefficient plans, end up discovering they cannot attract the best, brightest and most productive employees. They lose those employees to competitors who have more attractive benefits and total compensation packages. To compete for the best, most productive talent, employers must find innovative ways to attract, hire and retain the best, brightest and most productive employees with inclusive, diverse, cost-effective and innovative group benefits and total compensation packages employers can afford, and employees desire.

One healthcare issue often goes under the radar of group benefits brokers, insurers and employers, yet is vitally important: —the many workers ready to start families and their need for infertility and family-forming benefits. One in eight couples in the United States will experience challenges conceiving or carrying a child to term. Family building is a vital need for most adults, many of whom will seek medical aid in diagnosing and overcoming any issues standing in the way of starting their family.

While previously seen as a personal matter between prospective parents, infertility is now acknowledged as an important factor in the productivity and wellness of workers. As such, a rapidly growing trend is employers providing comprehensive fertility benefits.

Infertility treatments are not expensive relative to the cost of other medical services, but they are unaffordable when there is no or limited coverage. And no single round of treatment is guaranteed to work. People trying to start a family over multiple cycles and types of treatment not aligned with evidence-based best practices often spend a significant amount of money, but much of it can be wasted on inappropriate care.

Here are just a few examples of what one infertility treatment cycle can cost:

- Fertility drugs: \$2,000 - \$8,000
- Donor sperm: \$1,000 - \$1,500
- Donor eggs: \$2,500 - \$3,000 per egg
- In vitro fertilization (IVF): \$15,000 - \$30,000
- Egg freezing: \$10,000 - \$20,000
- Surrogacy: \$135,000 - \$230,000



Without infertility coverage through an employer, most individuals cannot afford the family they want without going into debt—sometimes debt that can be personally and emotionally devastating. People living under that burden experience more stress, distraction and lost productivity. Putting aside humane and ethical concerns, many individuals facing fertility challenges are more likely to underperform and be distracted on the job. This is especially true if these workers continue to struggle to become a parent. Ultimately, people will either leave to find a position with fertility coverage benefits, better pay to deal with debt, or just to work somewhere they feel more valued.

In many ways, infertility is no different for employers than any other medical or group benefit-related issue: it robs workers of their wellness and peace-of-mind, and employers of the focus, well-being and productivity of their best workers. Business leaders looking to build and maintain the best teams should thus offer infertility care as part of benefits and total compensation packages when possible. The hard cost to employers of fertility benefits is lower than many realize, while the value for employees is very high and life-changing. Costs for not doing so and not attracting and retaining the best, most productive employees are high in turnover, especially in today's competitive market for talented workers. Fertility care has become an expected and desirable part of innovative employers' benefits and total compensation packages. Failing to provide fertility and family-forming benefits is effectively falling behind in the competition for the best, most productive employees.

While fertility coverage is necessary for the modern workplace, there may be better ways to deliver those benefits than standard health insurance models and benefit plan designs. Fully insured and self-funded employer-sponsored medical benefit plans are the typical way we design and deliver a wide array of group benefits, including healthcare benefits, for employees. Everyone pays into the same plan for any given employer, mitigating risks and sharing benefit costs between employees and employers. Sophisticated risk mitigation, benefit design and cost containment strategies are required. Group health insurance, benefits packages, funding and claims are also prone to errors and fees, which can stress workers and HR departments. Issues often requiring significant time and attention from HR professionals, brokers and employees include claim reviews and reinsurance to manage benefits and costs properly. Insurance or self-funding and reinsurance are the best choices in the US for employer-sponsored healthcare and group benefits. However, fertility care has its unique requirements and considerations.

One major concern with health insurance is who insurers consider qualified for fertility coverage. Even today, many insurance plans restrict eligibility and coverage to specific types of prospective parents: heterosexual couples. At the same time, married gay women are eligible under certain plans, but gay male couples, trans or nonbinary people, and single parents usually are not. Some insurers limit fertility benefits to married heterosexual (cis) women, even though 30% to 50% of infertility cases originate with the male intended parent.





These limitations are not just unfair and exclusionary, they also make it difficult for companies to meet their own environmental, social, and governance (ESG) goals. Building an inclusive and diverse team with many unique voices becomes more challenging when people with diverse perspectives and voices have to look elsewhere for employment and benefits packages that allow and encourage them to start families without judgment.

Fees and success are other significant factors in cost containment when it comes to fertility care. Everyone who wants successful family-forming assistance should be entitled to affordable and effective care. But while every employee will one day need general healthcare, only some employees will need or even want fertility treatment. Adding fertility care to a company's group health insurance package is complex and should be done thoughtfully, informed by scientific data and successful outcomes, and designed by subject matter experts. These include fertility and family-forming benefits companies, fertility clinics that follow best practices, sophisticated group insurance brokers, Human Resource executives, and other subject matter experts.

Despite its many limitations, traditional out-of-the-box health insurance coverage is better than nothing when it comes to infertility care. Insurance plans typically offer many employees a chance to build the families they want affordably. When it comes to cost containment, however, "better than nothing" ends up being less inclusive, less than ideal and less effective than going the extra mile with an inclusive and comprehensive plan, especially in terms of a company's culture, recruiting and team building. Ultimately, a solution that is less inclusive costs more, delivers less, burdens those not eligible with higher out-of-pocket payments, and alienates important contributors in a diverse workforce.

Some insurers limit fertility benefits to married heterosexual (cis) women, even though 30% to 50% of infertility cases originate with the male intended parent.

The corporate goals of diversity, equity and inclusion and the economics of infertility dictate a more flexible benefits plan design that allows more diverse workers who want and need fertility care to easily access it and use it without spreading the costs to other employees or unduly burdening the company. A well-designed, customized and inclusive modular fertility plan allows companies to cover and fund specific treatments only when employees use them, a customized a la carte package of fertility benefits to meet every need that is available when needed and that does not require up-front payment for family forming benefits and services not yet requested or provided. Only a minority of workers will need family-forming care, but those who do will find it indispensable for their happiness, legacy and work-life balance. With a modular fertility care plan, employers can ensure this benefit is always available to workers who can't go without it.



This solution is also ideal for meeting a company's diversity goals. Any prospective parent is offered the same treatment, regardless of gender, orientation, or marital status. Forward-looking and accepting workplaces offering such benefits will find attracting workers from many different walks of life easier, making their businesses more diverse, dynamic, and adaptable while hitting important ESG milestones.

Likewise, employees will be much less eager to leave a job where their needs are cared for with a robust fertility benefits package. Employee turnover is a significant source of lost revenue, while long-term dedicated employees are always an excellent investment. Better benefits lead to a more robust corporate culture and better employee retention, as team members appreciate an employer who values and supports their vital family-building goals and those of their colleagues.

Family-Forming Benefits: A Viable Option

Businesses under financial pressure — as many are now — face difficult choices when trying to grow or remain profitable in a challenging economic environment. Sometimes the easiest option seems to be saving costs on people, slowing hiring, or laying off staff to balance the budget. In the short term, this can create some breathing room for the employer, but perhaps without considering the institutional knowledge businesses lose when employees are laid off or leave for other opportunities.

Downsizing creates problems, as a smaller workforce means fewer people to cover the same amount of necessary work, more time spent training lower-paid replacements, and ill will toward the business — all before considering how devastating it is for the released employees. Instead of saving

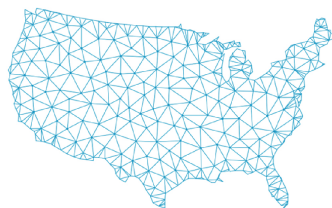
money on people, perhaps employers would be better off saving money for people, investing in, attracting and retaining the best, most productive employees and executives. Compelling benefits and total compensation packages result in more productive and efficient people and organizations.

Healthcare is one major cost employers have to pay per worker. According to a Mercer study, US employers expect total health benefit cost per employee to increase an average of 5.4% in 2024. To deal with this growing overhead, employers are taking more of an interest in cost containment. Cost containment is an important strategy companies use to streamline employee healthcare spending by lowering costs without sacrificing the quality of care.

ARC Fertility Employer Benefits Reduce Costs

WE'RE HERE FOR YOU

With 250+ locations performing 57,000 cycles annually in the U.S., ARC Fertility has a nationwide network of award-winning Centers of Excellence, offering employees access to industry-leading fertility treatments and family-forming benefits.



FEWER MULTIPLE BIRTHS

than non-ARC clinics -- decreasing health plan cost and benefitting patients and employers.

ARC Beating the Average:

ARC clinics achieve **20% lower** twin rates now naturally occurring industry average, contributing to a healthier and more cost-effective reproductive care strategy.

-20%

BY THE NUMBERS

UP TO
78%

lower multiple birth rates
when IVF benefits are provided.

\$112K

cost **savings to employers** for each twin pregnancy that does not occur.

\$22.7M
SAVED

ARC Fertility Network Member clinics **saved employers \$22,693,000 in a single year.**

ARC Fertility's mission for 25+ years:

Improve reproductive health and well-being by increasing employee access to quality, cost-effective fertility care. For more information on how ARC's employer program saves you money, visit www.arcfertility.com/for-employers.

Common approaches to cost containment include:

- **Payment integrity:** Ensuring patients receive accurate and honest bills free of errors or upcharges
- **Clean claim reviews:** Evaluating healthcare bills, documents, reviews and utilization notes to keep employees from paying extra
- **Reference-based pricing:** Self-funded healthcare reimbursement similar to comparison shopping, using a pricing benchmark to negotiate lower payments for medical care
- **Discounted pricing:** Preferentially making care available at Centers of Excellence with lower prices and superior outcomes that reduce waste and excess cost
- **Stop-loss protection:** Self-funding, stop-loss insurance and custom benefit plans designed and sourced with the help of sophisticated group benefits brokers

Infertility can significantly drain a worker's wellness, health, and professional performance. Employees unable to find financial support for their family-building goals will look for employment elsewhere where the coverage they want and need is provided. Cost containment means managing healthcare to reduce and minimize excess costs. The costs associated with not having a quality fertility program are unseen but substantial for both hard and soft costs. By providing the most innovative, effective, flexible and best fertility benefits, employers can attract, retain and help employees in profound ways while balancing the need to provide world-class benefits, attract the best, most diverse employees, drive productivity and maintain profitability in a challenging economic environment.





About David Adamson, MD, Founder and CEO, ARC Fertility

David Adamson is a consulting reproductive endocrinologist and surgeon, Medical Director of Equal3 Fertility, Clinical Professor ACF at Stanford University, and Associate Clinical Professor at UCSF. He is Past President of the ASRM, SART, AAGL, the Committee on Reproductive Medicine for FIGO and several other major gynecological societies. He is Chair of the International Committee Monitoring ART, President of the World Endometriosis Research Foundation and ex officio Board member of the IFFS. He is a member of many prestigious professional societies and has been a board member and advisor to government, industry, professional and patient organizations. He has over 300 peer-reviewed and other scientific/medical publications, and has lectured extensively nationally and internationally on assisted reproductive technologies, endometriosis, reproductive surgery, infertility, standards of care, cost-effective outcomes and equitable access to care. Dr. Adamson led the committee that created The FIGO Fertility Toolbox and the organization that created the global Endometriosis Phenome and Biobanking Harmonization Project (EPHect), and he created the Endometriosis Fertility Index, all electronic tools used globally to improve health care for reproductive age women.

He is Founder, Chairman and Chief Executive Officer of Advanced Reproductive Care (ARC Fertility), the largest United States network fertility company. He has been recognized as one of the best 400 physicians for women in America and received the Outstanding Achievement in Medicine award from the Santa Clara County Medical Society, a Certificate of Special Congressional Recognition for contributions to the community, Distinguished Surgeon award from the Society of Reproductive Surgeons, Honorary Life Membership from the Canadian Association of Internes and Residents, the Barbara Eck Founders Award from RESOLVE, several honorary memberships and professorships, and the ASRM Distinguished Service award for his outstanding achievements in advancing the practice of reproductive medicine. Dr. Adamson has been honored with the CEO of the Year Award by CEO Monthly.

About ARC Fertility

ARC® Fertility was founded in 1997 from its founder's passion to increase access to affordable, high-quality reproductive care for everyone. We are accomplishing our mission through our national network of top-tier fertility clinics and with the help of brokers and employers. ARC physicians deliver high-value fertility and family-forming employer benefits through evidence-based treatment packages and financing directly to patients. ARC Fertility has helped tens of thousands of people create the family of their dreams.

www.arcfertility.com | X: @ARCFertility.

**For more information about ARC Fertility's Family-Forming Benefits,
please contact April Lee at alee@arcfertility.com.**

www.arcfertility.com



American Medical Women's Association and ARC Fertility Champion Inclusive Family-Forming Benefits

Background

Founded in 1915, the American Medical Women's Association (AMWA) is the oldest multispecialty organization dedicated to supporting women in medicine and improving women's health. Its membership includes physicians, residents, trainees, other healthcare professionals and supporters. AMWA's mission is to advance women in medicine, advocate for equity and ensure excellence in healthcare.

Founded in 1997, ARC Fertility is a pioneer in delivering fertility and family-forming benefits through a national network of top-tier fertility clinics. Their mission is to increase access to affordable high-quality reproductive care for everyone. With a legacy of helping tens of thousands of people realize their dreams of creating a family, ARC Fertility stands at the forefront of providing comprehensive fertility solutions.

"This partnership ensures that AMWA staff now has access to state-of-the-art family-forming benefits, including fertility treatments."

- David Adamson, MD,
founder and CEO of ARC
Fertility

Overview

As the landscape of employee benefits continues to evolve, all stakeholders in self-insurance – including employers, plan sponsors, benefits consultants, brokers, stop-loss companies and captive organizations – are recognizing the pivotal role of fertility benefits in fostering a cost-effective, evidence-based and proven approach to benefits that supports a diverse workplace culture.

Infertility, affecting 1 in 4 women physicians and 1 in 6 women in the general population, has become a significant concern with far-reaching impacts. Acknowledging this, companies are taking proactive steps to address the financial, emotional and professional burden of infertility.

This case study focuses on the collaboration between the AMWA and ARC Fertility, exemplifying a strategic approach to inclusive family-forming benefits and reflecting a broader trend among organizations that prioritize the holistic well-being of their workforce.

Challenge

The financial, emotional and professional burdens of infertility are substantial, impacting individuals across various facets of their lives. Companies recognizing this need and adopting policies that include fertility benefits are better positioned to attract and retain employees at every level of the organization.

AMWA faced the initial challenge of a lack of inclusive fertility benefits for its employees. Dr. Eliza Chin, AMWA's Executive Director, emphasizes, "Our goal is that access to programs, resources and benefits coverage be available to any physician and trainee who seeks it." Recognizing the gap, AMWA sought a collaborative partner to address this issue and extend fertility benefits to its full-time employees.

A photograph of a pregnant woman with dark, curly hair, smiling and sitting on a light-colored sofa. She is wearing a white ribbed sweater. The background shows a modern living room with a white shelving unit and a blue armchair.

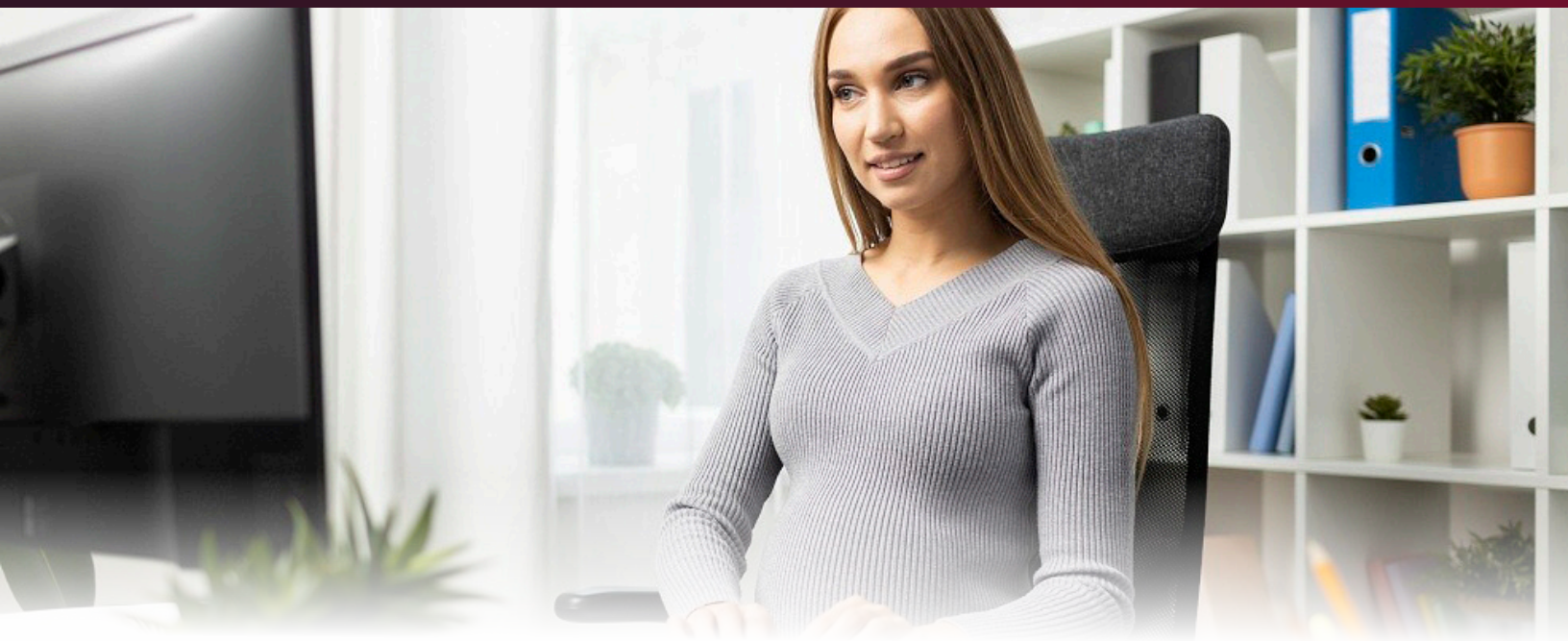
Dr. Chin emphasizes the importance of making fertility benefits coverage available to all

AMWA full-time employees, and hopes other healthcare organizations join in this effort.

Solution

Understanding the significance of adding infertility coverage to a health benefits package, AMWA identified ARC Fertility, a company aligned with AMWA's mission and commitment to women's healthcare, as the partner-of-choice. With the support of the ARC Fertility leadership team and professional staff, they achieved their goals for providing an evidence-based, comprehensive and highly cost-effective approach to family forming benefits – meeting AMWA expectations to decrease overall costs and better serve the needs of employees.

David Adamson, MD, founder and CEO of ARC Fertility, expresses pride in being chosen by AMWA: "I am so proud that AMWA is walking the talk of women's healthcare by selecting ARC Fertility to provide AMWA staff with family-forming benefits. This partnership ensures that AMWA staff now has access to state-of-the-art family-forming benefits, including fertility treatments and related services."



Results

AMWA's partnership with ARC Fertility demonstrates a commitment to turning words into action. Dr. Chin emphasizes the importance of making fertility benefits coverage available to all AMWA full-time employees, hoping that other healthcare organizations will join in this effort.

"The outcomes of this collaboration include overcoming major hurdles with a flexible and affordable solution, supporting AMWA advocacy positions, leading by example in organizational values of diversity, equity and inclusion and aligning with the goal of being a family-friendly employer," says Dr. Chin.

The partnership not only supports AMWA's organizational goal but also reinforces the broader industry goal of including fertility care. Studies indicate that such benefits promote diversity, equity and inclusion, provide access to quality, cost-effective care, enhance competitiveness in recruiting and retaining top talent, and position the company as a family-friendly employer.

The case study underscores how the collaboration between AMWA and ARC Fertility is contributing to a workplace culture that values diversity and supports family-forming journeys for all employees.

"Our goal is that access to programs, resources and benefits coverage be available to any physician and trainee who seeks it."

-Dr. Eliza Chin,
AMWA's Executive
Director.

Contact

Email: info@arcfertility.com | **Phone:** 1-888-990-2727 | **Website:** arcfertility.com

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