



# Surrogacy Assistance Program



## WHAT IS A SURROGACY ASSISTANCE PROGRAM?

In today's environment, many people look to expand their families through surrogacy. The Surrogacy Reimbursement Program is offered by your employer to help you with surrogacy related expenses as you expand your family.

Your employer recognizes the value of you as their employee and wants to help support you during this wonderful time in your life!

Check the plan documents provided by your employer for details on what expenses are covered.

## SURROGACY COSTS

Each Surrogacy Assistance Program is unique and defined by your employer. In general, the Surrogacy Assistance Program may cover various costs associated with surrogacy of your child. Your employer will provide you with the details on what expenses are covered.

*See back side for frequently asked questions about your Surrogacy Assistance Program.*

# SURROGACY ASSISTANCE PROGRAM FREQUENTLY ASKED QUESTIONS

## 1. How can I view my available benefit amount?

You can access your available benefit amount on [NetBenefits](#). Select Flexible spending and reimbursement accounts to view your benefit amount and view the last 30 days of activity.

## 2. How do I find out what is covered under the Surrogacy Assistance Program?

Your employer will provide you with the details on what expenses are covered.

## 3. How can I submit a request for reimbursement?

Log on to [NetBenefits](#) and select Flexible spending and reimbursement accounts. Then select **Reimburse yourself** to submit supporting documentation.

## 4. How long will it take to be reimbursed for a claim?

Claims processing takes approximately six to eight weeks from the date of submission. You will receive reimbursement through the normal payroll distribution process. Your employer may provide additional details on the timing of the payroll distribution.

## 5. What is the maximum reimbursement amount from my Surrogacy Assistance Program?

Your benefit amount is determined by your employer. Refer to the plan documents provided by your employer for specific information.

## 6. Are surrogacy assistance reimbursements subject to federal income tax?

You should check with your tax advisor to learn about the tax implications associated with the Surrogacy Assistance Program.

## 7. Who can I contact for assistance with my Surrogacy Assistance Program?

Log on to [NetBenefits](#) or call 833-299-5809 Monday to Friday from 8 a.m. to 8 p.m. ET.

