

## Surrogacy Reimbursement

Prisma Health cares about your family and recognizes our team members may build their families in different ways. To better support eligible team members, Prisma Health is offering surrogacy reimbursement benefits to help reimburse certain medical and/or legal expenses in the successful surrogacy parenting arrangement. This reimbursement is intended for team members who are utilizing surrogacy to expand their family; not for team members who are a surrogate for another family.

### Frequently Asked Questions

Q: What is surrogacy?

A: A legal agreement between intended parent(s) and a surrogate carrier to carry an embryo to term as a means for the intended parent(s) to become parent(s) of a child.

Q: Who is eligible to receive reimbursement for surrogacy?

A: Eligible full-time and part-time team members who have been employed greater than 90 days. Contract and PRN team members are not eligible for participation. Only one team member can utilize the financial reimbursement benefit should a team member and his/her spouse both work at Prisma Health. Expenses are not eligible for reimbursement until after your child has been born via surrogate. The team member must be actively employed at the time the expense is incurred and at the time any financial reimbursement is made. Participation in the reimbursement program ends on the earlier of: (1) The date the eligible team member ceases to be an eligible team member for any reason; provided, that eligible expenses incurred while an eligible team member is covered under the program, subject to the benefit limitations under the program, if submitted within 31 days of the employee losing his/her status as an eligible team member or (2) the date the eligible team member receives the maximum benefit under the program pursuant to the terms of the program.

Q: How much is the reimbursement?

A: Up to \$10,000 lifetime maximum. If a team member goes through the surrogacy process with multiple children at the same time, the team member will receive the reimbursement up to the maximum lifetime limit.

Q: What expenses are eligible for reimbursement?

A: Court costs and attorney's fees. Legal fees incurred for review and negotiation of the surrogacy contract, which must be contracted for and is valid under United States federal, state and local law or incurred in connection with acquiring legal parenting rights, including expenses associated with obtaining a pre-birth order. Surrogate agency fees. Gestational carrier screening costs. Gestational carrier compensation. Pregnancy medical expenses related to surrogacy not covered by another source. Travel expenses for the intended parents including lodging.

Q: What documentation is required to submit for reimbursement?

A: You will need to provide copies of each expense, along with a birth certificate(s) for the child that has been born via surrogate.

Q: How do I submit my request for reimbursement?

A: Submissions for reimbursement must be made through Workday Help using the “Surrogacy Reimbursement” case type.

Q: Is there a timeframe on how long I have to submit my request for reimbursement?

A: Submissions must be completed within 6 months upon completion of the surrogacy process when the child(ren) is born.

Q: How is the reimbursement processed?

A: Reimbursement will be processed with your paycheck within 2-3 pay periods of your approved submission.

Q: Is the reimbursement taxed?

A: Yes, the surrogacy reimbursement is subject to applicable federal, state, and local taxes.