

# Your family-forming benefit guide

Your Carrot benefit gives you employer-sponsored funds you can use to pay for fertility treatments and family-forming services. Carrot members also have access to fertility and family-forming education, virtual chats with physicians and other specialists, an expert-authored library of educational resources, exclusive discounts and expedited appointments at clinics, and access to a dedicated Care Team to help guide your journey and provide peace of mind along the way.

## Get started

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Claim your benefit today to access your employer-sponsored funds and explore all the resources Carrot has to offer. Sign up at [get-carrot.com/signup](https://get-carrot.com/signup).

## Questions?

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Your dedicated Carrot Care Team is here to answer your questions, help get you started, and support you along your personal path to parenthood. Get in touch at [support@get-carrot.com](mailto:support@get-carrot.com).

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# About your benefit

A program that supports all paths to parenthood.

Carrot's inclusive fertility and family-forming benefits program is designed to support every unique parenthood journey. Carrot's program covers fertility education and assessments, fertility preservation (egg, sperm, and embryo freezing), in vitro fertilization (IVF), donor-assisted reproduction including gestational carrier services, adoption, and fostering support.

As a member, you and your spouse or domestic partner get personalized support navigating the fertility care and family-forming process and access to the highest quality care available. Schedule a one-on-one consultation with Carrot's Care Team for guidance and support including education, coaching, and help identifying a top provider in your area. These experts can help navigate your care throughout your journey, and address any medical, legal, or regulatory questions you may have along the way. As a member you have access to Carrot's global directory, which includes over 2,700 clinics and 1,250 attorneys and agencies in more than 42 countries. These highly qualified providers cover treatments and services ranging from fertility planning to reproductive technologies like IVF, as well as adoption, fostering, and gestational carrier arrangements. Your Carrot benefit also gives you exclusive discounts and expedited appointments at top fertility clinics.

## The easiest way to pay for your care

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- Fast, simple, worry-free reimbursements
- Pay out-of-pocket at time of service then upload a photo of your clinic's itemized bill to Carrot. Once it's validated, you'll get reimbursed within the first 10 days of the month following the request

## The Carrot plan is simple

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Carrot makes it easy to choose your provider, access eligible services, and pay for your care using your employer-sponsored funds. See page 5 for eligibility requirements.

## Get personalized support

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- A directory of qualified providers
- A dedicated Care Team available to answer questions, connect you to experts, and facilitate appointment booking
- Get help understanding your clinical options, costs, and any special circumstances
- Unlimited, free, virtual visits with reproductive endocrinologists, adoption experts, emotional wellness experts, and more
- Access educational resources like videos and expert-authored articles to learn more about the process and feel confident making decisions

# Who is eligible?

Carrot's mission is to make fertility care accessible to everyone

- Carrot is available to all eligible employees, regardless of age, race, sex, sexual orientation, gender identity, and geography
- Eligible employees are those in positions classified for 30+ hours per week, even if on a leave of absence. See page 5 for additional eligibility rules for fertility treatment reimbursements
- Your eligible spouse or domestic partner can also use your Carrot benefit, even if they aren't enrolled in the health insurance provided by your employer. Children are not eligible
- You do not need to have a medical diagnosis of infertility to qualify for your benefit
- Get started right away. There's also no need to wait for annual open enrollment or a qualifying life event to enroll

# Your employer-sponsored funds

Your Carrot benefit gives you employer-sponsored funds you can use to pay for fertility treatments and/or family-forming services.

## Your employer will reimburse

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100% of eligible expenses  
\$15,000 lifetime maximum

Please note, you (and your spouse or domestic partner, if applicable) must be on a WGU-sponsored medical plan in order to access the Fertility reimbursement benefit through Carrot.

You must meet your WGU medical plan deductible before being reimbursed through Carrot.

\*Amounts are inclusive of employee and/or spouse/domestic partner

## Taxes

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Your Carrot benefit is considered additional income, and is, therefore, a taxable benefit. However, WGU has generously planned to cover your portion of the taxes for you. This is to help ensure that everyone at your company has equal access to the same high-quality fertility care and family-forming support.

For questions, contact the Care Navigation team at [support@get-carrot.com](mailto:support@get-carrot.com).

## How to pay for your care

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- Pay out-of-pocket at time of service then upload a photo of your clinic's itemized bill to Carrot. Once it's validated, you'll get reimbursed within the first 10 days of the month following the request

# Carrot and your health plan

Your Carrot benefit may have a deductible based on the medical plan option you choose and the type of care received.



## When does the Carrot deductible apply?

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Carrot will function as a health reimbursement arrangement (HRA). This means that qualified medical expenses (QMEs) will be subject to your medical plan deductible.

For care that isn't considered a qualified medical expense, a deductible doesn't apply.

## What happens when I meet my deductible?

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Once you have met your deductible, Carrot will reimburse you for subsequent eligible expenses according to your plan.

## Can HSA funds be used towards my Carrot deductible?

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Yes, HSA funds can be used to pay for care counting towards your deductible. However, HSA funds cannot be used after your deductible has been met.

## What is a qualified medical expense (QME)?

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QMEs that apply towards a deductible are fertility care due to an infertility diagnosis and fertility care due to medical necessity. Examples include in vitro fertilization (IVF) to treat infertility and fertility preservation after a cancer diagnosis.

## How does care covered by Carrot count towards my medical plan deductible?

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When you register for your Carrot account, you will be able to provide your medical plan information in order to automatically apply care covered by Carrot towards your medical plan deductible.

# What does your Carrot benefit cover?

Your benefit applies to valid fertility and family-forming services through a Carrot-eligible fertility clinic or agency.

## Valid care includes, but is not limited to

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- Basic fertility check-ups
- Fertility preservation, including egg, sperm, or embryo freezing
- Storage fees for egg, sperm, or embryo freezing
- Intrauterine insemination (IUI) and in-vitro fertilization (IVF)
- Genetic testing of embryos, both pre-genetic screening and diagnosis
- Vasectomy reversals
- Gestational carrier-related expenses
- Adoption-related expenses

Because many fertility medications can only be filled by specialty pharmacies, your benefit also applies to fertility-care-related prescriptions. You can purchase your medications directly through Carrot Rx, powered by Schrafts 2.0 at significant cost savings.

## Questions?

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If you have any questions or would like more information about how your Carrot benefit works, how to select a qualified provider, would like to ask questions of a fertility, adoption or gestational carrier expert, and more, contact your Carrot Care Team at [support@get-carrot.com](mailto:support@get-carrot.com)

Note that basic care from your OB-GYN or primary care doctor is covered by your medical benefit, not Carrot — even if you're expecting. Carrot exclusively applies to reproductive technology under the supervision of a fertility clinic. It can also be applied to certain gestational carrier and adoption related expenses.

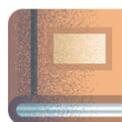
# Get started

Claim your benefit today to access your employer-sponsored funds and explore all the resources Carrot has to offer.



## Sign up

To claim your benefit, visit [get-carrot.com/signup](https://get-carrot.com/signup) and enter your work email address. From there, you can get started.



## Learn more

Explore the expert-authored library of resources and view educational videos.



## Schedule a chat

Don't know where to begin? You have unlimited, free access to Carrot's experts, including reproductive endocrinologists, adoption and fostering experts, emotional wellness experts, and more, whether you would like an exploratory conversation or need mid-treatment support.



## Find a clinic or agency

Our Care Team will help you find the best clinic or agency for you. You'll get customized recommendations based on your location, transportation needs, and more.



## Access your financial benefit

Pay out-of-pocket at time of service then upload a photo of your clinic's itemized bill to Carrot. Once it's validated, you'll get reimbursed within the first 10 days of the month following the request.

# Frequently asked questions

## Does my employer know how I use my Carrot benefit?

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Carrot and your employer both maximize your privacy by limiting the amount of personal information shared. No one at your company will know the details of your treatment, including your manager.

Because your employer is funding your reimbursement, the payroll team will know the total amount of reimbursement and who is being reimbursed. That data is used for taxation purposes only and will never specify your type of treatment.

## How do I choose an adoption agency or attorney?

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Every adoption journey is unique, and there can be differences and considerations based on where you are located and where you plan to adopt. Reach out to our Care Team, and we will send you a personalized list of eligible agencies and/or attorneys in your area that offer the types of adoption services you are interested in. We will also provide you with education and factors to keep in mind when interviewing agencies and attorneys to help you find the best fit.

## How do I choose a clinic?

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To increase our flexibility and accessibility, Carrot doesn't use typical in- and out-of-network restrictions. Instead, we define a clinic's eligibility using standards developed by Dr. Asima Ahmad, Carrot's Co-founder and Chief Medical Officer, based on markers of clinic quality and safety.

Use the Provider Finder in your Carrot account to find eligible clinics located near you. We'll not only help you find approved clinics but will also highlight Carrot Partner Providers, where you have access to exclusive discounts and expedited appointments. You can also chat with a Benefits Expert to find a clinic that works well for you.

## How do I choose a gestational carrier or egg donation agency?

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Because each gestational carrier or egg donation journey is unique, please reach out to our Care Team, and we will send you a personalized list of eligible agencies in your area that may fit your needs.

# Frequently asked questions

## What if I leave my employer mid-treatment?

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As long as your treatment's date of service is on or before your last day of employment — in other words, you undergo treatment before leaving — it's eligible. If your account is deactivated before you can upload your itemized bill, contact us at [support@get-carrot.com](mailto:support@get-carrot.com).

## Is my treatment taxable?

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Your Carrot benefit is considered additional income, and is, therefore, a taxable benefit. However, WGU has generously planned to cover your portion of the taxes for you. This is to help ensure that everyone at your company has equal access to the same high-quality fertility care and family-forming support.

## I'm in the middle of treatment. What do I do?

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Sign in to Carrot ASAP and schedule a chat with a Benefits Expert. They'll arrange a seamless transition, especially if you're already working with a specific fertility doctor or clinic. You'll also gain access to extra educational materials, help filling prescriptions and filing documents, and emotional support.

If the date of service on your bill falls within your eligibility period and benefit year, you can also submit it for reimbursement through your Carrot account. Just make sure to upload your provider's itemized bill, and reach out to us at [support@get-carrot.com](mailto:support@get-carrot.com) with any questions.

## What is the receipt submission deadline?

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You should submit receipts within the benefit year in which the service took place. You have 30 days after the end of the benefit year to submit receipts for care received in the prior year.

If you decide to leave your employer, you would have 30 days following your last date of employment to submit receipts for care that took place while you were eligible for the Carrot benefit.

# Frequently asked questions

## Can I use Carrot with my insurance?

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Your Carrot benefit can be used to cover copays, coinsurance, or out-of-pocket costs for eligible care. We recommend reaching out to your insurance provider to confirm coverage prior to starting your treatment. If you have insurance coverage for treatment, you can first bill your care to insurance and then submit the remaining costs to Carrot for eligible care.

## What information do I need to provide my clinic to use Carrot?

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You do not need to obtain any pre-authorizations to use your Carrot benefit. Carrot is a reimbursement based benefit, and unlike insurance, your provider will not bill Carrot directly. Instead, you will pay for services up front and then submit your receipts for reimbursement. Please be sure to confirm that your provider is eligible, either by checking the provider list in your Carrot account or reaching out to [support@get-carrot.com](mailto:support@get-carrot.com).

## Still have questions?

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The Carrot team is standing by at [support@get-carrot.com](mailto:support@get-carrot.com), ready to answer questions about your benefit. Our support team is available Monday through Friday and responds within one business day.

# Frequently asked questions

## How do I submit my reimbursement?

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You can submit a reimbursement request after each time you pay for eligible services. Sign in to your Carrot account and navigate to the “Get Reimbursed” section to upload your receipts. Please be sure to provide itemized receipts from your provider that includes the following:

- Provider’s letterhead and contact information
- Name of your fertility doctor
- Name of the individual who received care
- Line items with the date, description, and cost for each service received

## Does Carrot cover expenses once I am pregnant?

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Carrot is a fertility and family-forming benefit, and coverage generally does not include pregnancy-related expenses. However, if the pregnancy is following fertility treatment and you are continuing to manage care with your eligible fertility specialist, Carrot can cover this care up to 10 weeks of pregnancy. Additionally, if you are using Carrot for a gestational carrier arrangement, Carrot can be used towards prenatal, labor, and delivery care that your gestational carrier receives.

Through Carrot Pregnancy, you will have virtual access to doctors, doulas, and midwives, and emotional wellbeing experts to help you stay healthy throughout pregnancy and prepare for labor and delivery — anytime, anywhere.

# Explore more

Carrot's fertility and family-forming program was built to support you on your unique parenthood journey. Read on to explore all your benefit has to offer.



CARROT RX, POWERED BY SCHRAFTS 2.0

# Your premium pharmacy experience has arrived



Carrot Rx offers significant savings on essential fertility medications, convenient delivery, and personalized, high-touch support. We help you navigate your fertility medications and injection administration, making your experience as comfortable and seamless as possible.

*AVAILABLE ONLY IN THE US*



## A single source for fertility medications, at the best price

- Significant savings on fertility medications
- Easy prescription ordering
- Free next-day delivery on most medications



## Exceptional care and personalized support, every step of the way

- A dedicated, clinician available any time, day or night
- Virtual appointments with clinicians to help guide you through the medication unboxing process and injection administration. Your box of medications comes with easy-to-understand, color-coded instructions
- Extensive multilingual expertise available

## GET STARTED

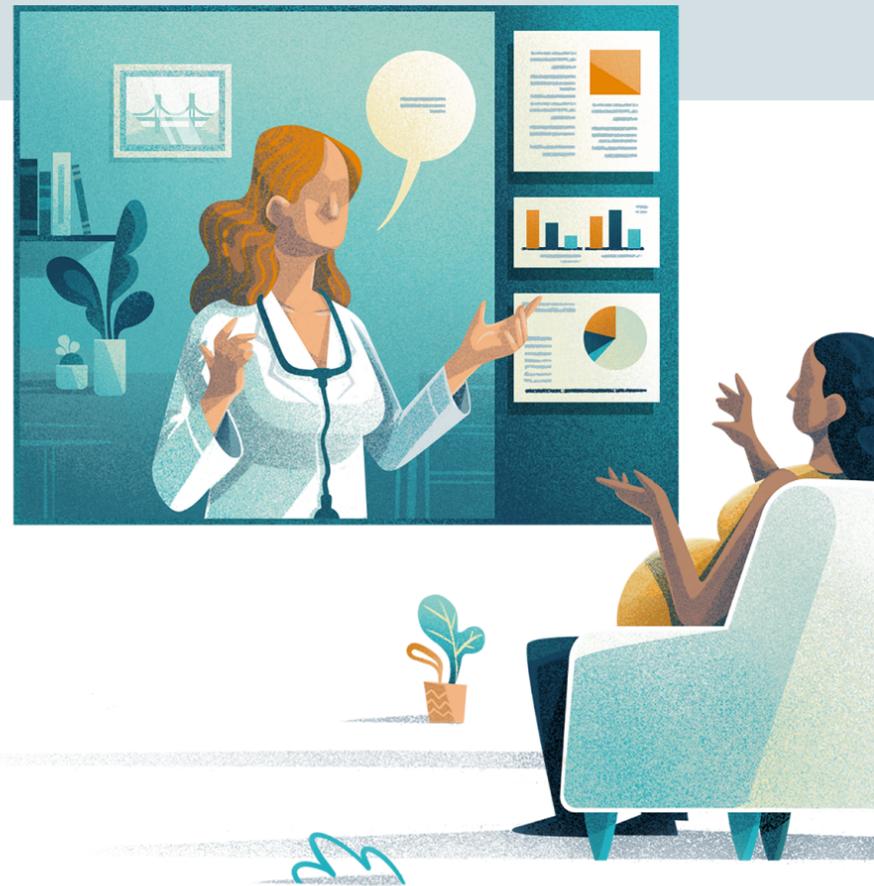
[Sign into your Carrot account](#) and begin using Carrot Rx today.

## MEMBER OVERVIEW

# Carrot Pregnancy

Carrot Pregnancy offers virtual access to doctors, doulas, and midwives, and emotional wellbeing experts to help you stay healthy throughout pregnancy and prepare for labor and delivery. Now, you have the peace of mind of world-class pregnancy support — anytime, anywhere.

*AVAILABLE ONLY IN THE US*



### Vetted healthcare professionals in your pocket

- Virtual chats with doctors and specialists to answer your pregnancy questions — from the comfort of home
- Support from doulas and midwives on birth plans, changing hospital restrictions, and more



### Holistic support through your full pregnancy

- Virtual sessions with emotional wellbeing experts
- Helpful resources for anxiety reduction, including prenatal yoga and meditation classes
- Access to lactation consultants



### Carrot Rx access

- Easy prescription ordering
- Personalized, attentive support available any time, day or night

## GET STARTED

[Claim your benefit today](#) to access your Carrot account and explore all the resources Carrot Pregnancy has to offer. Already a Carrot member? [Update your journey](#) if you're pregnant and to access holistic pregnancy support for you and/or your partner.

# Begin your pregnancy journey at home with Ava

Your benefit covers the Ava Bracelet, a smart ovulation tracking tool that helps you get pregnant faster

- The Ava Bracelet identifies you or your partner's five fertile days, doubling the chance to get pregnant each month
- Ava's machine learning algorithms are powered by data from more than 100,000 cycles. Backed by science, it helps people get pregnant faster by predicting fertile windows with 89% accuracy
- 30% of subfertile women (defined as trying to get pregnant for more than a year — or more than six months if over the age of 35) became pregnant within a year of using Ava
- The Ava Bracelet, combined with Carrot's extensive telehealth services, gives you the support you need to begin your pregnancy journey at home
- The Ava Bracelet is eligible for reimbursement through Carrot



\*The Ava Bracelet is available in the United States, Canada, select countries in the European Union, and Switzerland and Liechtenstein. To find out where the Ava Bracelet is available contact your Care Team at [support@get-carrot.com](mailto:support@get-carrot.com).



Your dedicated Carrot Care Team is here to support you along your personal path to parenthood. Get in touch at [support@get-carrot.com](mailto:support@get-carrot.com).