

[Insert Date]

Dear [HR Representative at Your Company]:

Infertility is a global public health issue that impacts approximately 1 in 8 couples in the United States. Fertility rates continue to drop for both men and women, yet our company does not yet offer sufficient coverage in this area. Companies should offer comprehensive infertility benefits for their employees, as this can provide a more supportive work environment and reduce employee turnover. This can also result in higher employee satisfaction and morale as well as improved recruitment and retention rates of valued employees. Additionally, providing employees with these benefits may be economically beneficial to the company, as long-term savings may outweigh the costs of offering infertility services. For example, employees without infertility coverage often use procedures that can result in multiple births, which is likely more costly to the company than offering infertility benefits, as only approximately one third of women using infertility services need advanced treatment beyond medical advice. Since these benefits have increasingly shown to be of value to companies, more employers are starting to use them and approximately two thirds of large employers offer infertility benefits as of 2015. Infertility will increasingly continue to impact the population and therefore will become a larger consideration for your current and future employees when assessing company benefits, as the prevalence of infertility is expected to continuously rise.

I urge you to consider expanding on our company's existing healthcare coverage to include infertility benefits and treatment, not only for long-term savings, and employee recruitment and retention, but also for improving overall staff morale. Thank you for your consideration, and I look forward to hearing from you soon.

Sincerely,

[Insert Name Here]

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