

# Out-of-State Surrogate Compensation

effective 3/8/2024

## Compensation Provided by Intended Parents

Estimate Only. Compensation may vary depending upon your specific circumstances. The above benefits are paid through the Intended Parents' escrow account. All medical bills and insurance premiums are paid by the Intended Parents. Please note that in order to be reimbursed for taxi, car rental, gas/mileage, airport shuttle, parking, childcare etc., we must have receipts.

Although we can never give you enough to equal the measure of the gift you are giving, we like to spoil you with in-home dinners, a pregnancy pillow, and other comfort gifts.

<b>Total Estimated Value of Compensation Package for a first-time surrogate (excluding surrogate's lost wages and extra bedrest):</b>	<b>\$61,100</b>
<b>Surrogate Fee</b>	
<ul style="list-style-type: none"><li>• 1st time out of state surrogate fee: \$45,000</li><li>• Starts on the 1<sup>st</sup> or 15<sup>th</sup> of the month after the 2<sup>nd</sup> confirmation of heartbeat</li><li>• Paid out in monthly increments, as determined per your contract</li><li>• Surrogates carrying twins will receive an additional \$10,000 for the twin pregnancy, paid out monthly</li><li>• \$3,000 C-section fee</li></ul>	<b>\$45,000</b>
<b>Medical Clearance Fee</b>	
<ul style="list-style-type: none"><li>• \$1,500 fee paid after full medical clearance is received from the IVF clinic for your match</li></ul>	<b>\$1,500</b>
<b>Legal Clearance Fee</b>	
<ul style="list-style-type: none"><li>• \$1,500 fee paid after full legal clearance is received from both attorneys for your match</li></ul>	<b>\$1,500</b>
<b>IVF Transfer Fee</b>	
<ul style="list-style-type: none"><li>• Given via Direct Deposit after the transfer is completed or within 1 week of transfer</li><li>• Subsequent cycles \$1,500</li></ul>	<b>\$1,500</b>

<b>Cycling Allowance</b>	
<ul style="list-style-type: none"> <li>Given when injectable medication is started</li> <li>This is to cover parking, mileage, gas, childcare for doctors appointments during the period before and including the transfer</li> <li>If out of county –extra allowances</li> </ul>	<b>\$500</b>
<b>Pregnancy Allowance</b>	
<ul style="list-style-type: none"> <li>9 months at \$300 for singleton</li> <li>9 months at \$400 for twins</li> <li>Starts on the 1<sup>st</sup> or the 15<sup>th</sup> of the month after confirmation of pregnancy by blood test</li> </ul>	<b>\$2,700</b>
<b>Maternity Clothing Allowance</b>	
<ul style="list-style-type: none"> <li>Paid after first trimester</li> </ul>	<b>\$1,000</b>
<b>Household Allowance</b>	
<ul style="list-style-type: none"> <li>9 months at \$200 per month to cover the purchasing of pregnancy safe household products and healthy prepared foods</li> </ul>	<b>\$1,800</b>
<b>Postpartum Allowance</b>	
<ul style="list-style-type: none"> <li>\$600 paid after delivery</li> </ul>	<b>\$600</b>
<b>Gift for Surrogate's Children's Education</b>	
<ul style="list-style-type: none"> <li>Paid after delivery</li> <li>\$1,000 total for family</li> </ul>	<b>\$1,000</b>
<b>Vacation/Amusement Park Tickets Gift</b>	
<ul style="list-style-type: none"> <li>Paid after delivery</li> </ul>	<b>\$500</b>
<b>Surrogate Support Group Meeting Allowance</b>	
2 meetings at \$100 per meeting (if in attendance)	<b>\$200</b>

<b>Childcare</b>	
<ul style="list-style-type: none"> <li>• \$60/day up to \$300/week</li> <li>• This is for 2 weeks following a vaginal birth or 4 weeks following a c-section</li> <li>• This also applies if put on bed rest by the doctor. Must be a prescribed bed rest by attending physician</li> </ul>	<b>\$600</b>
<b>Housekeeping</b>	
<ul style="list-style-type: none"> <li>• \$100/week</li> <li>• This is for 2 weeks following a vaginal birth or 4 weeks following a c-section</li> <li>• This also applies if put on bed rest by the doctor. Must be a prescribed bed rest</li> </ul>	<b>\$200</b>
<b>Lost Wages - Surrogate</b>	
<ul style="list-style-type: none"> <li>• Net pay (Intended Parent pays whatever disability does not cover if applicable)</li> <li>• Compensation for lost wages will vary based on actual salaries for the surrogate</li> </ul>	<b>varies</b>
<b>Lost Wages - Spouse</b>	
<ul style="list-style-type: none"> <li>• Net pay</li> <li>• Generally, your spouse gets anywhere from 7-10 days of lost wages to take when they want throughout the entire pregnancy. Most take one or two days for the transfer and a couple for the birth. Spouse's lost wages cap at \$2,500</li> </ul>	<b>\$2,500</b>
<b>Life Insurance Policy</b>	
<ul style="list-style-type: none"> <li>• \$500,000 life insurance policy paid for by Intended Parents, designated for surrogate's beneficiary</li> </ul>	<b>No cost to surrogate</b>
<b>Total Estimated Value of Compensation Package for a first-time surrogate (excluding surrogate's lost wages and extra bedrest):</b>	<b>\$61,100</b>

# Contingent Fees

This compensation is only paid when applicable to your case.

## Surrogate Childcare Allowance

- For out of county surrogacy appointments: \$15.00 per hour, up to \$60.00 dollars per day for a maximum of \$300.00 per week
- If on physician-prescribed bed rest
  - Complete bed rest: \$15.00 per hour, up to \$60.00 dollars per day for a maximum of \$300.00 per week
  - Modified bed rest and Gestational Carrier's child(ren) are over ten (10) years of age: \$15.00 per hour, up to \$60.00 per day for a maximum of \$180.00 per week
  - Modified bed rest and Gestational Carrier's child(ren) are under ten (10) years of age: \$15.00 per hour, up to \$60.00 dollars per day for a maximum of \$300.00 per week
  - Hospitalized bed rest: \$15.00 per hour, up to \$60.00 dollars per day for a maximum of \$500.00 per week
- 2 weeks following a vaginal birth or 4 weeks following a c-section: \$15.00 per hour, up to \$60.00 dollars per day for a maximum of \$300.00 per week

## Gas/Mileage

- Surrogate is reimbursed gas/mileage at the rate of \$0.67/mile for any trips further than 50 miles round trip

## Pumping/Pumping Supplies

- Pumping fee of \$300 per week for each week surrogate is pumping to provide colostrum/breastmilk to baby. IPs are responsible for cost of pump, pumping supplies and shipping of the milk.

## Mock Cycle Fee

- \$500 per cycle if non-injectable medications are used, or \$1,000 per cycle if injectable meds are used, when in contract

## Miscarriage Fee

- \$500 due to surrogate if loss occurs after the 5th week of pregnancy as calculated by date of embryo transfer

## Dropped Cycle Fee

- \$800 if cycle cancelled due to no fault of surrogate

## Labor Induction Fee

- Surrogate receives \$1,000 for induction of labor due to absence of fetal heartbeat
- In the event surrogate undergoes labor induction, due to complications of pregnancy, or experiences a stillbirth prior to the vesting period where the entire surrogacy fee would be earned in full (generally 24 weeks from the embryo transfer procedure), she is entitled to her next monthly surrogacy fee payment following this event for postpartum recovery, pain, risk, suffering and inconvenience caused by this. No further surrogacy base fee payments would be due beyond this.

**D&C Fee**

- \$500 due to surrogate for each dilation and curettage (D&C) procedure

**D&E Fee**

- \$1,000 due to surrogate for each dilation and evacuation (D&E) procedure

**Loss of Reproductive Organs**

- If surrogate loses one or more reproductive organ, or the loss of function of one or more reproductive organ, as a result of a complication caused by the surrogacy, Intended Parents shall pay surrogate for the pain, suffering, expenses and all other losses attributable to the removal of said reproductive organ(s) as follows: Five Thousand Dollars (\$5,000.00) for the loss of her uterus or the loss of the function of her uterus; One Thousand Dollars (\$1,000.00) for each fallopian tube and/or ovary of which she suffers the loss or loss of function. Under no circumstances shall surrogate be paid for said loss of reproductive organ that occurs more than twelve (12) months following the birth of the Child or other termination of pregnancy. Intended Parents may opt to purchase a LRO insurance policy to pay out this benefit to the surrogate.

**Termination/Reduction of Pregnancy Fee**

- Surrogate receives \$1,000 per therapeutic abortion, multi-fetal or selective reduction procedure

**GIFT/ ZIFT Procedure Fee**

- \$1,000 per procedure

**Invasive Procedure Fee**

- \$1,000 per Amniocentesis/CVS

**Per Diems for Travel**

- Surrogate receives \$100 per diem per night for overnight travel
- Surrogate's companion receives \$100 per diem per night for overnight travel
- IPs are responsible for surrogate's hotel up to \$300 per night for transfer and transfer bedrest, if applicable
- Flights for surrogate for in-person medical screening
- Flights for surrogate and an adult companion for the transfer trip when applicable

**Counseling Allowance**

- Up to \$600 max for surrogate (and any family members of surrogate) available to use from start of pregnancy until 6 months post birth. Paid directly to counselor.

**Doula Allowance**

- Up to \$2,000 when requested by surrogate – paid directly to doula.

**Contract Termination Bonus**

- There is a \$5,000 termination of contract bonus if surrogate is medically cleared and legally cleared when the cancellation is due to no fault of surrogate. (e.g. If IPs decide not to proceed due to no fault of surrogate)

### **Health Insurance Considerations**

- The IPs are responsible for all medical costs including premiums, deductibles, copays, max out pocket cost, and any uncovered medical expenses for the surrogacy and this continues until the surrogate is:
  - Medically cleared after a failed transfer but not more than 3 months after failed transfer
  - Medically cleared after a pregnancy loss but not more than 6 months after pregnancy loss.
  - 3 months post-birth or upon post-birth medical clearance, whichever is sooner, but in no event for more than 12 months after birth
- If the surrogate is a dependent on a family member's plan IPs are responsible for surrogate's portion of the premium rather than family premium cost.
- If a new plan needs to be purchased, the IPs are responsible for purchasing this plan and any broker fees incurred for purchasing the plan.
- If there is a loss of insurance coverage due to an employment change for surrogate or surrogate's partner, IPs can opt to COBRA when available. IPs are responsible for the full COBRA premium cost for surrogate, and the difference in cost for premiums for surrogate's partner if surrogate is a dependent on the plan.
- IPs are responsible for paying any liens (E.G. Kaiser or Blue Shield lien)
- In the event that the surrogate has to drop her current affordable health insurance in favor of obtaining a new insurance policy for the surrogacy, the IPs are responsible for paying the premiums on the new policy until the next open enrollment period following the birth.
- IPs are responsible for costs associated with insurance expert verification of surrogate's insurance plan to confirm maternity coverage for the surrogacy.