



## UnitedHealthcare family planning benefits guide

Dedicated support to our Greenberg Traurig family.  
Caring and personal support throughout preconception and beyond.

United  
Healthcare

# Contents

**3** Welcome



**8** Get expert guidance on your pregnancy



**4** Preconception care



**9** Interested in breastfeeding?



**5** Get expert guidance with Fertility Solutions



**10** Navigating the newborn months



**6** What treatments are covered?



**11** Behavioral health resources



**7** Other paths to parenting



**12** Starting your journey



# Welcome

When it comes to family planning, everyone has different goals and challenges. No matter how small or big yours are, your Greenberg Traurig benefits have you covered.

## You're not alone

**1 in 8**

couples (including same-sex couples) is affected by infertility<sup>1</sup>

**17%**

of U.S. couples are using fertility treatments<sup>2</sup>

**63%**

of LGBTQ+ millennials are considering having children<sup>3</sup>

Black women ages 35–44 are

**2 times**

as likely to have fertility problems compared to white women<sup>4</sup>



# Preconception care

While exploring diverse paths to parenthood, it's important to prioritize your own reproductive health. Studies show that making healthier lifestyle choices early in the planning process can lead to significantly better health outcomes for both mother and baby.<sup>5</sup>

## What is preconception care?

Available to all members enrolled in UnitedHealthcare, preconception care is personalized, preventive care that addresses risks to potential birthing parents and their partners, whether you're planning to conceive now or in the future.

Preconception care typically entails screening for diseases that may affect reproductive organs, prescriptions of vitamins like folic acid, reducing tobacco and alcohol consumption, and proactive management of chronic conditions that can affect conception and birth, like high blood pressure or diabetes.

### Did you know?

Prenatal vitamins are an FSA-eligible expense. Your FSA account information is available anytime at [wageworks.com](https://www.wageworks.com).

**86%**  
of women don't receive  
preconception care during  
routine OB-GYN visits<sup>5</sup>

**1/2** of pregnancies  
are unplanned, increasing  
risk of preterm birth and  
low birth weight babies<sup>5</sup>

Schedule an appointment with your provider to discuss your preconception care plan. If you need help finding a provider, contact a UnitedHealthcare Advocate at **1-833-312-1227**, 7 a.m.–10 p.m. CT, Monday–Friday, or go on [myuhc.com](https://myuhc.com)<sup>®</sup>.

For members enrolled in UnitedHealthcare, you have access to **Maven<sup>®</sup> Preconception Support**. Maven provides 2 clinical programs: one for those trying to get pregnant within the next 12 months, and one for those who want to maintain their overall wellness and reproductive health.

### Here's how it works:

- Members go through an onboarding clinical assessment and are then paired with a personalized Care Advocate.
- By working with members to assess their goals and help meet their needs, Maven Care Advocates will create a custom health plan and assemble a care team made up of expert providers from Maven's virtual clinic.
- Care teams for Maven Planning members provide holistic preconception care. One member's personalized team may include an OB/GYN, nutritionist, career coach, mental health provider, and a fertility awareness specialist, among others.



This is all done virtually through Maven Digital platform. Activate your free membership by scanning the QR code, downloading the Maven Clinic app, or visiting [mavenclinic.com/join/getsupport](https://mavenclinic.com/join/getsupport).



# Get expert support with Fertility Solutions

If you are enrolled in the Greenberg Traurig One Step or Tiered Benefit Plan, you have access to Fertility Solutions, a program designed to help deliver support and expertise to you and your family throughout your journey.

## The program features:

**Specialized fertility nurses:** To serve as your main contact, offering support, guidance and referrals, if needed. Our nurses understand the challenges infertility can bring, so you'll get the help and compassion you need when you need it.

## Your nurse will assess your specific needs to help you:

- Determine next steps
- Get answers to your questions
- Learn more about available treatment options
- Connect with fertility Centers of Excellence (COEs)
- Locate a quality fertility specialist
- Coordinate your care with the rest of your care team, which may include reproductive endocrinologists and licensed social workers who specialize in fertility

## Digital resources and support

Members and their dependents can find support and care at their convenience, which is designed to help in staying connected, healthier and more informed throughout your journey to parenthood. Fertility Solutions provides 24/7 access to digital learning courses and answers to questions.

- **Courses include:**
  - Fertility 101
  - Is fertility treatment right for me?
  - Coping with fertility challenges
  - How can Fertility Solutions help me?
- **COE search:** Find fertility specialists that are part of the COE network
- **Self-schedule calls:** Set up calls with fertility nurses at convenient times
- **1:1 nurse support:** Get help understanding benefits and treatment options

For more information on your fertility benefits, visit [myuhc.com](https://myuhc.com).



On average, our fertility registered nurses have **10+ years** of experience, including supporting the LGBTQ+ community.

**Centers of Excellence (COEs):** Fertility Solutions nurses help you avoid unnecessary appointments and treatments by suggesting COEs. These COEs include quality fertility providers and facilities that undergo stringent qualification reviews annually and follow evidence-based care that aim to help you achieve:<sup>6</sup>

- Better outcomes
- Lower medical costs
- A faster time to pregnancy

**IMPORTANT NOTE:** Fertility benefits are not included under the Network Plan. They are only available if enrolled in the Greenberg Traurig One Step or Tiered Benefit Plan, and utilizing UnitedHealthcare Centers of Excellence.



**Call 1-866-774-4626, TTY 711**  
**Monday – Friday, 7 a.m. – 6 p.m. CT**

This service is available at no additional cost as part of your benefit plan. Visit [myuhc.phs.com/fertility](https://myuhc.phs.com/fertility).



# What treatments are covered under the UnitedHealthcare One Step and Tiered Benefit Plan?

Whether you know exactly which treatment you'd like to pursue or you're interested in learning more about all of your options, here is a general overview of your fertility coverage administered by UnitedHealthcare.

## Your benefits are designed to help make fertility treatments more affordable

### Covered fertility services include:

- Artificial insemination (AI)
- Embryo biopsy, genetic testing and IVF for PGT-M or PGT-SR
- Fertility preservation, including social preservation\*
- Fertility surgical procedures
- Frozen embryo transfer (FET) cycle
- In vitro fertilization (IVF)
- Intrauterine insemination (IUI)
- Ovulation induction and controlled ovarian stimulation

Fertility benefits are limited to a \$20,000 medical lifetime maximum and a separate pharmacy lifetime maximum of \$10,000. There is an additional lifetime maximum of \$5,000 per covered person if the member does single-embryo transfer.

**IMPORTANT NOTE:** Fertility benefits are not included under the Network Plan. They are only available if enrolled in the Greenberg Traurig One Step or Tiered Benefit Plan, and utilizing UnitedHealthcare Centers of Excellence.



**Refer to your Summary Plan Description for more detailed benefit information.**

\*Social preservation is a taxable benefit under the IRS guidelines.

# Other paths to parenting

## Family Reimbursement Program

If you are thinking about adoption or surrogacy, Greenberg Traurig is here to help you welcome your new child. With Maven, you have support to cover the costs of bringing a new child into your family. Eligible U.S. employees and their covered spouse or domestic partner qualify for this benefit.\* Greenberg Traurig will reimburse an eligible employee up to a lifetime maximum of \$35,000 of “qualified adoption expenses” or “qualified surrogacy expenses.”

To learn more about the Family Reimbursement Program and explore a list of eligible expenses, download the Maven Clinic app, or visit [mavenclinic.com/join/getstarted](https://mavenclinic.com/join/getstarted).

## Surrogacy options

### Surrogacy

A surrogate child is carried via gestational/traditional surrogacy. Surrogacy and gestational carrier options are important because there are individuals who are unable to carry a pregnancy to term. It’s also an important option for same-sex couples.

### Traditional surrogacy

When a person donates their own eggs and becomes pregnant, usually by artificial insemination or transfer of a fertilized egg into their uterus, for the purposes of carrying a baby for another person. A traditional surrogate has a genetic link to the baby.

### Gestational carriers

A gestational carrier, or gestational surrogate, is a person who becomes pregnant, usually by transfer of a fertilized egg to their uterus for the purposes of carrying a baby for another person. The gestational carrier is not the source of the egg and has no genetic link to the baby.

Please refer to your policy for additional information.

\* A benefits eligible employee is an employee of Greenberg Traurig who is regularly scheduled to work at least thirty (30) hours per week in a U.S. office location, paid on the U.S. payroll, and eligible for the Greenberg Traurig Benefit Program on or after the effective date of the program.



# Get expert support on navigating your pregnancy

Whether you're thinking about having a baby or have one on the way, Greenberg Traurig offers multiple resources to support you on this journey — from planning for a pregnancy to postpartum.

## Maternity Support Program

Maternity support is designed for all mothers, no matter what the pregnancy journey looks like.

Start by taking a maternity support assessment, which only takes minutes to complete. Based on your responses, a maternity nurse may reach out to you and connect you with the care you need, answer your questions and support you every step of the way.

### A maternity nurse is trained to:

- Share information designed to help you care for your and your baby's health
- Help you choose a doctor or nurse midwife
- Support your physical, mental and emotional health — before and after birth
- Help you find a pediatrician or other specialist

### You'll also get 24/7 access to 7 online maternity courses:

- **Preconception:** Preparing for a healthy pregnancy
- **Pregnancy in the first trimester**
- **Pregnancy in the second trimester**
- **Pregnancy in the third trimester**
- **The fourth trimester after pregnancy:** Postpartum
- **Pregnancy nutrition and exercise**
- **Exploring breastfeeding**



Scan this code or visit [myuhc.com/maternity](https://myuhc.com/maternity) to complete the assessment, watch videos and learn more about maternity support. Advocates are also available for additional support at **1-833-312-1227**.

## Maven Maternity

Maven is designed to complement your in-person care, offering virtual, around-the-clock unlimited access to quality care for new and expecting parents. Maven practitioners span 35+ specialties, including mental health, OB-GYN, doulas, pediatrics, sleep coaching, lactation support, nutrition and more.

Your Maven Clinic access helps you and a partner through pregnancy, delivery, postpartum, early pediatrics, or loss with unlimited video chat and messaging with care providers — including:

- **Virtual care:** Global access to 1,700+ doctors and care providers is available 24/7 within the app
- **Referrals and navigation:** In-person referrals and benefits navigation are available 24/7
- **Content and community:** Interactive MD-approved content, tracking and weekly action plans, plus peer-to-peer support and provider-led virtual classes tailored to your journey



Get started at [mavenclinic.com/join/getsupport](https://mavenclinic.com/join/getsupport) or scan the code with your smartphone.

**IMPORTANT NOTE:** Maternity benefits are available to all members enrolled in UnitedHealthcare.



# Interested in breastfeeding?

Choosing whether to breastfeed or formula feed your baby is a personal choice. For some, breastfeeding may not be possible, or it may just not work out. For those that choose to breastfeed, there are benefits available to you.

## Lactation counseling

If you have challenges with breastfeeding, such as latching difficulties, pain, or low milk production, lactation counseling can be very helpful.

You can access network lactation consultants by contacting your UnitedHealthcare Advocate team or contacting Maven.

**Maven Maternity** offers breastfeeding support through instant access to virtual appointments with lactation consultants and online class on breastfeeding.



For more information, go to [mavenclinic.com/join/getsupport](https://mavenclinic.com/join/getsupport) or scan this code.

**IMPORTANT NOTE:** Maven Maternity benefits are available to all members enrolled in UnitedHealthcare.

## Breast pump coverage

Under your UnitedHealthcare medical plan, breast pumps are covered at 100% when utilizing a network provider.

### What type of breast pump is covered?

Using a breast pump in between regular breastfeeding can help you maintain your milk supply. Most UnitedHealthcare benefit plans include coverage for the purchase of a personal-use, double-electric breast pump at no cost to you. These are the most common pumps and they closely simulate the action of a breastfeeding infant. You can find which brands are included by contacting the national breast pump suppliers listed to the right.

Other types of breast pumps include manual breast pumps, hospital-grade (multi-user) pumps and hands-free pumps. Most UnitedHealthcare benefit plans do not cover these types of pumps.

### How to request a breast pump

To request a breast pump, call the phone number on your health plan ID card, or you may contact one of the national network providers listed. You will need a physician prescription to get a breast pump. Make sure to note that you will not be reimbursed for a breast pump purchased at a retail store.

## National breast pump providers

Breast pump provider contact information

**Synapse Health**  
1-888-336-9363

For Synapse Health orders, visit the [Optum® Store](#)

**Pumping Essentials**  
1-866-688-4203  
[Pumping Essentials](#)

**Edgepark Medical Supplies**  
1-800-321-0591  
[Edgepark Medical Supplies](#)

**Byram Healthcare**  
1-877-902-9726  
[Byram Healthcare](#)

**Aeroflow Healthcare**  
1-844-867-9890  
[Aeroflow Healthcare](#)

**AdaptHealth Patient Care Solutions**  
1-844-PCS-MOMS (1-844-727-6667)  
[AdaptHealth Patient Care Solutions](#)

**Acelleron Breast Pumps**  
1-877-932-6327  
[Acelleron](#)

## Milk Stork Breast Milk Shipment Service

Milk Stork® is a breast milk delivery service for Greenberg Taurig moms to utilize while traveling for work. It provides a no-fuss solution that refrigerates, express ships and helps deliver breast milk home to your baby. Milk Stork offers multiple easy-to-use options that best fit your nursing and travel schedule. You can pump and activate the cooling unit in your Milk Stork cooler (instructions included) when packing your refrigerated breast milk.

From there, you can ship through FedEx overnight or carry your cooler home with you in a reusable tote provided to you by Milk Stork. Best of all, this benefit is available to you at no cost when traveling on firm business. To take part in the Milk Stork program, please visit [milkstork.com/gtlaw](https://milkstork.com/gtlaw). For assistance, please visit [support.milkstork.com/hc/en-us](https://support.milkstork.com/hc/en-us) or call 1-510-356-0221.



# Navigating the newborn months and beyond

Newborns don't come into the world with adult-friendly sleep habits. That's primarily because of their tiny tummies — newborns generally need to eat between 8–12 times in 24 hours, including at night. So, don't expect a newborn to sleep for long stretches at first.

**Maven pediatric sleep coaches** can educate on newborn and infant sleep. You also have access to virtual group classes on Breastfeeding, Newborn Care, Infant CPR and many more.

Through the **Maven Parenting & Pediatrics Program**, as a parent of a child(ren) age 1-18, you will have access to coaches and specialized pediatric care. You will be provided with daily curriculum specific to each stage of childhood development. You will have access to childcare consulting and tools to navigate childcare options, with member discounts for select childcare and education services.

## **Balancing it all with a Maven career coach**

You can't take life out of work. So how do you manage it, especially if you're responsible for a family, a job and you're taking care of yourself?

For working parents, a core component of Maven career coaching revolves around balancing work and life. Working parents often put themselves on the back burner. Within your first session of working with a Maven career coach, you will work to identify what are your challenges and then brainstorm the path to clarity.



To get started, visit [mavenclinic.com/join/getsupport](https://mavenclinic.com/join/getsupport) or scan this code.



# Behavioral health resources

Affecting up to

## 1 in 7 women

(about 15 percent),

PPD is the most common complication for women who have just had a baby

### What is postpartum depression?

Postpartum depression (PPD) is a treatable medical condition that many women get after having a baby. Symptoms include strong feelings of sadness, anxiety (worry) and tiredness that can last up to a year after giving birth, often starting within 1 to 3 weeks of having a baby.

### How to identify and manage postpartum depression and anxiety

Maven Maternity members have access to Maven mental health coaches who can walk you through the basics on postpartum depression and anxiety, common symptoms to watch out for, and what you can do to prioritize your mental health during postpartum period.



Get started at [mavenclinic.com/join/getsupport](https://mavenclinic.com/join/getsupport) or scan the code with your smartphone.

If you think you have PPD, tell your health care provider.

### Employee Assistance Program (EAP)

When you need help with work, home, personal or family issues, your EAP offers programs and services at no additional charge. All Greenberg Traurig, Inc. employees and their eligible family members can use this confidential service.

#### The EAP gives you access to:

- Unlimited phone sessions
- Up to 3 face-to-face sessions per incident per year
- Childcare and elder care assistance
- Financial services assistance
- Legal resources
- Concierge services

To get started, call **1-866-248-4096** or visit [liveandworkwell.com](https://liveandworkwell.com), access code: **Greenberg**.

### Reaching out for connection

If you or your loved one needs help, know that you have access to a large network of behavioral health providers, programs and self-help tools that may be available at no additional cost to you through your health plan. Call a UnitedHealthcare Advocate at **1-833-312-1227** or Emotional Wellbeing Solutions at **1-866-374-6061** to find resources for help with behavioral health struggles.

**IMPORTANT NOTE:** Behavioral health resources are available to all members enrolled in UnitedHealthcare.

### AbleTo

Get the support you need to help improve your mental health with AbleTo®. AbleTo's programs are designed by licensed clinicians to meet you where you're at in your mental health journey.

#### Self Care

Self Care uses science-backed strategies to help you learn how to build resilience, cope with challenges and reframe thought patterns.

#### It offers:

- 24/7 digital access to self-care tools
- Curated blog posts, meditations, videos and more
- Topical guides to help you navigate life challenges
- Personalized content suggestions

Visit [ableto.com/begin](https://ableto.com/begin).

#### Coaching

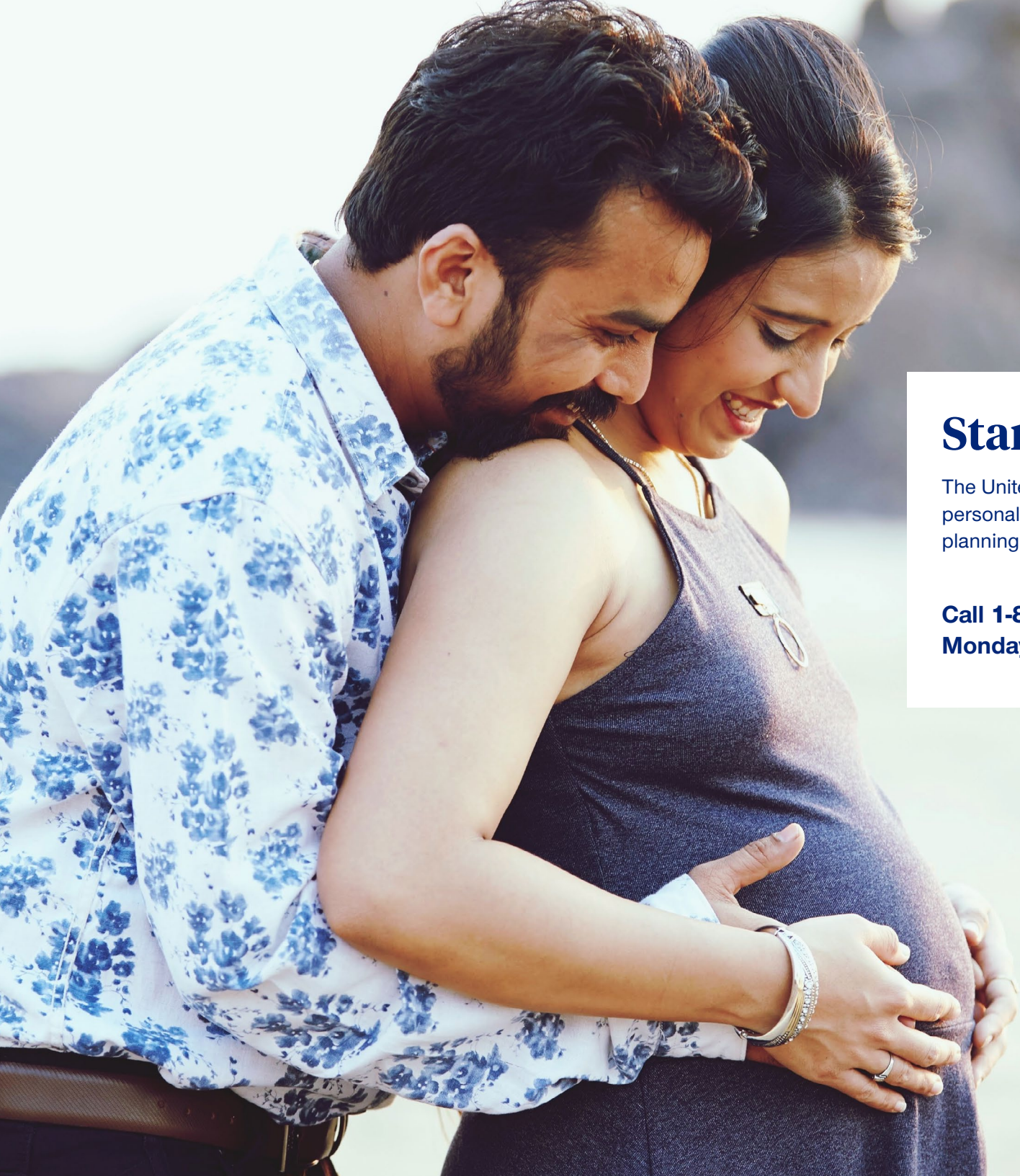
Work with an experienced behavioral coach for 8 weeks to better understand your thought patterns and manage everyday stress.

- Connect by phone or video for 30 minutes a week\*
- Use cognitive behavioral techniques to grow your coping skills step by step
- Practice between calls with self-paced digital activities and breathing, mindfulness and meditation exercises



Get started. Visit [ableto.com/exploremore](https://ableto.com/exploremore) or scan the code with your smartphone.

\*Data rates may apply.



## Starting your journey

The UnitedHealthcare team is ready to provide personalized support to help you start your family planning journey today.

**Call 1-833-312-1227, 7 a.m.–10 p.m. CT  
Monday–Friday**



<sup>1</sup>The National Infertility Association. [resolve.org/infertility-101/infertility-faq/](https://www.resolve.org/infertility-101/infertility-faq/). Accessed Sept. 17, 2020.

<sup>2</sup>Chandra A, Copen CE, Stephen EH. Infertility service used in the United States: data from the National Survey of Family Growth, 1982–2010. *Natl Health Stat Report*. 2014;22(73):1-21. Accessed January 2020.

<sup>3</sup>Family Equality: 2019 LGBTQ Family Building Survey. [familyequality.org/resources/lgbtq-family-building-survey/](https://familyequality.org/resources/lgbtq-family-building-survey/). Accessed Oct. 21, 2020.

<sup>4</sup>The National Center for Biotechnology Information. Infertility knowledge and treatment beliefs among African American women in an urban community. [ncbi.nlm.nih.gov/pmc/articles/PMC6757383/](https://pubmed.ncbi.nlm.nih.gov/34811133/). Accessed Oct. 21, 2020.

<sup>5</sup>Preconception Care: A Critical Gap on the Path to Parenthood ([mavenclinic.com](https://mavenclinic.com)).

<sup>6</sup>Commercial book-of-business case study. Fertility Case Management 2018. Research objective was to test the hypothesis that members who have access to the Fertility Solutions Nurse Case Management program experience higher likelihood of pregnancy and delivery, better outcomes and lower costs, and to quantify differences between members who had access to the Fertility Solutions program (treatment group) and those who did not have access (control group). Savings are not guaranteed. Individual plan results will vary.

<sup>7</sup>March of Dimes. Postpartum Depression. <https://www.marchofdimes.org/find-support/topics/postpartum/postpartum-depression>. Accessed Dec. 7, 2023.

Fertility Solutions is provided at no extra cost as part of your benefit package. This service should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. The information provided through the program is for informational purposes only and provided as part of your health plan. Wellness nurses, coaches and other program representatives cannot diagnose problems or recommend treatment and are not a substitute for your doctor's care. Your health information is kept confidential in accordance with the law. The program is not an insurance program and may be discontinued at any time.

The AbleTo mobile application should not be used for urgent care needs. If you are experiencing a crisis or need emergency care, call 911 or go to the nearest emergency room. The Self Care information contained in the AbleTo mobile application is for educational purposes only; it is not intended to diagnose problems or provide treatment and should not be used on its own as a substitute for care from a provider. AbleTo Self Care is available to members ages 13+ at no additional cost as part of your benefit plan

Maven is an independent company contracted to provide family-building support including care advocacy, virtual coaching, and education. Maven does not provide medical care and is not intended to replace your in-person health care providers. Use of the services is subject to terms of service and privacy policy. Maven® is a registered trademark of Maven Clinic Co

The Centers of Excellence (COE) program providers and medical centers are independent contractors who render care and treatment to health plan members. The COE program does not provide direct health care services or practice medicine, and the COE providers and medical centers are solely responsible for medical judgments and related treatments. The COE program is not liable for any act or omission, including negligence, committed by any independent contracted health care professional or medical center.

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