



UnitedHealthcare Fertility Benefits Guide

Dedicated support to our Greenberg Traurig family

United
Healthcare®

Contents

3 Welcome



7 Connect with Fertility Solutions Online



4 Family is important to Greenberg Traurig



8 Other helpful resources



5 Get expert guidance with Fertility Solutions



9 Starting your journey



6 What treatments are covered?



Welcome

This guide is designed to help you get answers to your questions, understand which treatment options are available and find expert support to help you make the best decisions for you and your family.



You're not alone

Your Greenberg Traurig benefits are administered by UnitedHealthcare. They include personalized access to experienced fertility nurses who work with you 1-on-1 throughout treatment, serving as an extra layer of support every step of the way.





Family is important to Greenberg Traurig

When it comes to family planning, everyone has different goals and challenges. No matter how small or big yours are, Greenberg Traurig is here for you.

1 in 8

U.S. couples are
affected by infertility¹

17%

of U.S. couples are using
fertility treatments²

\$12K-\$20K

average cost per cycle for
in vitro fertilization (IVF)³

1 in 8

women of reproductive age have
received infertility services like
IVF at least once in their lifetime⁴

Get expert guidance with Fertility Solutions

As part of your Greenberg Traurig benefits, 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

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

The value of specialized treatment support

These are the results for Fertility Solutions program participants who worked with a nurse for guidance and support to help manage their care:

42% more likely to achieve pregnancy⁵ **27%** faster time to pregnancy and delivery⁵

Need to find a fertility specialist?

Our nurses can help you find the right COE provider or facility for your needs.



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

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 designed to help you achieve.⁵

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

IMPORTANT NOTE: Fertility benefits are available only when you use 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.



What treatments are covered under the Greenberg Traurig One Step and Tiered Benefit Plan?

Your benefits are designed to make fertility treatments more affordable. 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:

- Artificial insemination (AI)
- Embryo biopsy, genetic testing and in vitro fertilization (IVF) for pre-implantation genetic testing for monogenic disorders (PGT-M) and pre-implantation genetic testing for chromosomal structural rearrangements (PGT-SR)
- Fertility preservation, including social preservation*
- Fertility surgical procedures
- Frozen embryo transfer (FET) cycle
- 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 available only when you use 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.

Connect with Fertility Solutions online

If you are enrolled in the One Step or Tiered Benefit Plan administered by UnitedHealthcare, let Fertility Solutions⁶ help you find the guidance and care that's right for you.

Access online resources at your convenience, schedule appointments directly with a fertility nurse, use the COE provider search tool and take courses that offer education for every step of the way.

Available programs and services



24/7 digital learning

Access easy-to-use courses for help finding answers to questions about fertility, possible treatment options and coping with the challenges they may bring.



Self-schedule calls

You can set up a call with the fertility nurse at a time that works best for your schedule.



Fertility programs

Fertility Solutions guides members through the fertility landscape to align the right treatment at the right time. UnitedHealthcare provides education and consulting through individualized case management, utilization management and access to a quality Fertility COE network.

This program helps deliver superior outcomes, lower treatment costs and faster times to pregnancy. The physical and emotional toll of fertility treatment may be overwhelming to members, resulting in stress that can make it difficult to make optimal treatment decisions. Fertility Solutions offers support to employees throughout the treatment process.



Search for Fertility Centers of Excellence (COE)

Get care from specialists demonstrated to offer an increased chance of having a baby.



1-on-1 nurse support

Meet with a fertility nurse in a private call to understand your benefits and possible treatment options.



Visit myuhc.com[®]
for fertility benefits information

Other helpful resources

From learning more about your fertility options to dealing with the possible stress this process can bring, Greenberg Traurig provides these additional resources to support you and your family.

Resources for pregnancy

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.

Maven Clinic can help you and your partner through pregnancy, delivery, postpartum, early pediatrics – or loss. It offers unlimited video chat and messaging with care providers – including:

- **Virtual care** – Global access to 1.7K+ 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 or scan the code with your smartphone.

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



To take part in the Maternity Support Program, please call **1-833-312-1227**

Neonatal Resource Services

Our Neonatal Resource Services* (NRS) is a program that is designed to bring support and comfort to families. Neonatal nurses (registered nurses) can help answer your questions and give you 1-on-1 compassionate care after your delivery. NRS is completely voluntary and provided at **no additional cost**, as part of your benefits plan. To sign up, call **1-866-534-7209**, TTY **711**, 8 a.m.-5 p.m. CT, Monday-Friday.

Your neonatal nurse can help you:

- Work with NICU hospitals to make sure your baby gets the right care
- Get you ready for life at home with baby – and offer support with breastfeeding and postpartum emotions
- Arrange for home care services and equipment
- Answer questions about health benefits and help coordinate preauthorization

Milk Stork breast milk shipment service

Milk Stork® is a breast milk delivery service for Greenberg Traurig (GT) moms to use 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 designed to fit your nursing and travel schedule. You can pump and activate the cooling unit in your Milk Stork cooler 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. For assistance, please visit support.milkstork.com/hc/en-us or call **1-510-356-0221**.

*Neonatal Resource Services 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 nurse support service is for informational purposes only and provided as part of your health plan. The nurse cannot diagnose problems or recommend treatment and is not a substitute for your doctor's care. Please discuss with your doctor how the information provided is right for you. Your health information is kept confidential in accordance with the law. This nurse support service is not an insurance program and may be discontinued at any time.



Starting your journey

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

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



¹ The National Infertility Association. Facts, diagnosis, and risk factors. resolve.org/infertility-101/infertility-faq/. Accessed June 4, 2025.

² Centers for Disease Control and Prevention. Key statistics from the National Survey of Family Growth. cdc.gov/nchs/nsfg/key_statistics.htm. October 13, 2017. Accessed June 4, 2025.

³ Fertility Share. fertilityshare.com/2025/01/31/comprehensive-analysis-ivf-costs-across-the-united-states-2024-2025/. Accessed July 16, 2025.

⁴ Medical Laboratory Observer. mlo-online.com/management/news/53099347/in-vitro-fertilization-use-across-the-united-states. Accessed July 16, 2025

⁵ 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.

⁶ 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.

Fertility Solutions program 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 this service is for your information only. It is provided as part of your health plan. Program nurses and other representatives cannot diagnose problems or suggest treatment. This program is not a substitute for your doctor's care. Your health information is kept confidential in accordance with the law. This is not an insurance program and may be discontinued at any time.

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.

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 this service is for your information only. It is provided as part of your health plan. Program nurses and other representatives cannot diagnose problems or suggest treatment. This program is not a substitute for your doctor's care. Your health information is kept confidential in accordance with the law. This is not an insurance program and may be discontinued at any time.

Administrative services provided by United HealthCare Services, Inc. or their affiliates.