

DOULA SUPPORT ASSISTANCE PROGRAM

T-Mobile Doula support assistance program can support all paths to birth. Recognizing the unique challenges associated with navigating the pregnancy and birth landscape, Progyny assists in reviewing and administering our Doula Support Assistance Program. T-Mobile will reimburse up to \$2,000 (per pregnancy) of eligible Doula Support expenses. You will also have unlimited access to a dedicated Patient Care Advocate (PCA), who will provide you with information, resources, and emotional support throughout your process of selecting and working with a Doula.

What is a Doula?

A *birth doula* supports birthing people and their families by providing emotional, physical, and educational support before, during, and immediately after childbirth. Most doulas are certified from a doula organization and are well-versed in supporting the birth process. Over the years doulas have been increasing in popularity as a way for expectant parents to supplement their birth team.

A *postpartum doula* nurtures the new parents once their new baby arrives by offering them practical assistance as well as emotional support. This enables the birthing person to recover faster and feel more confident in meeting the challenges a new baby brings.

What is the doula's role in the birthing process?

A birth doula's goal is for you to have the healthiest and most positive birth experience possible. Doulas provide the continuous emotional and physical support that labor demands so that care providers like obstetricians, midwives, and nurses can focus on the clinical demands. A doula can help encourage labor needs and be there for the partner by sharing the responsibilities, clarifying what is happening when they may feel uncertain, and being an extra set of hands.

Doulas will help you engage with the care provider in an informed and empowered way as shared decision makers in the unfolding of a birth. They will advocate for you, explain procedures, and ask nurses to explain protocols so everyone is on the same page.

Typically, Doulas will schedule 2-3 prenatal visits with a client at their home (or virtually) around 32-36 weeks. Your doula should be available for you when you feel you need extra support when labor begins. Doulas can meet you at home to labor with you or can meet you at the hospital depending on your birth preferences. A doula should stay with you throughout your labor and delivery and be with you 2 hours postpartum to ensure all is well. Most doulas will include a 2-4-hour postpartum visit at your home within the first two weeks.

Choosing A Doula

When choosing a doula, it is important that you feel some sort of connection or positive energy with the doula. They will be with you during a sensitive, vulnerable, new, and exciting time in your life. When interviewing a potential doula ask them about their experience, if they certified with a specific organization, and what their rates are for a birth package. Typically, a birth doula will cost anywhere between \$500-\$2,000, depending on where they are based and their services.

Consider these questions when interviewing a potential doula:

- What kind of training do you have? Do you have any specialty certifications?
- Why did you become a doula? What's your favorite part of the job and why?
- How many birth clients do you take on in a month?
- At what point do you show up?
- Do you work with a back-up?
- Have you attended a birth at the hospital/birthing center we are birthing at?
- What is your rate and what does the package include?
- Do you offer postpartum support in your birth package or is that a separate service?
- How do you typically work with partners?
- What is your go to pain coping technique for people experiencing severe labor pressure?

Doula Organizations & Collectives

- DONA
- Doula Trainings International
- Boober
- Doulamatch.net
- Carriage House Birth (NY/LA)
- Manhattan Birth (NY)
- Happy Family After
- Cle Baby

Please note Progyny Is not affiliated with these resources.

Eligibility

- Eligible Employees are employees who meet the following criteria:
 - All Regular full-time and part-time employees (as defined in Employee Handbook).
 - Eligible on the first of the month following 30 days of employment.
 - Employed with T-Mobile and eligible on the dates incurred and submitted within 12 months of the incurred expense.
 - All expenses must be submitted to Progyny prior to termination date to eligible for reimbursement.

To Apply for Reimbursement:

Your employer offers access to a doula financial assistance program for which you can claim reimbursement for eligible expenses up to the established reimbursement limit. You can always speak to your Progyny Patient Care Advocate (PCA) if you have any questions.

1. Contact your PCA at (833) 281-0076 and request assistance with the Doula Support Reimbursement Program.
2. Your PCA will review the reimbursement policy with you, noting eligible expenses may be submitted for reimbursement as they are incurred so long as the request is submitted within 12 months of the date the expense was incurred.
3. Submit your expense(s) for reimbursement using the Progyny Attestation Form.
4. Progyny will review expenses and submit a report to T-Mobile dedicated point-of-contact, including total reimbursable amounts, reimbursement categories, and the member's Employee ID (or similar identifier).
5. T-Mobile issues reimbursement to you within the next 2 to 3 payroll periods.

Progyny's eligible reimbursements may include the following expenses:

Doula agency/collective and placement fees; cost of (certified) Doula for services, travel expenses for Doula to and from home or place of birth, meals for Doula at place of birth, post-partum Doula services, a visit from a lactation counselor.

The following expenses are not eligible for reimbursement:

Doulas that cannot show proof of certification from a Doula training program; any expenses that violate state or federal law; costs for personal items; Costs paid using funds received from any federal, state, or local program; Expenses allowed as a credit or deduction under any other federal income tax rule; Expenses already paid for or reimbursed by another employer, benefit, program, or party; Expenses not paid in US dollars; and Voluntary donations or contributions.

Tax Consequences

In general, the package of doula provided benefits does not qualify as medical care as defined in the Internal Revenue Code. As a result, the amount of the reimbursement will be included in taxable wages and reported on your annual Form W-2. Required payroll taxes will be held from the reimbursement payment.