

Helping Families Grow

Adoption and Surrogacy Assistance Benefit



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- Up to \$30,000 per child to help defray surrogacy costs
- Adoption benefit of \$30,000 per child
- Atlanta IT analyst takes advantage of T-Mobile surrogacy benefit

Brian is a bit worn out these days, and it's not just because the Atlanta-based IT analyst has been crazy-busy tying the competition in knots by working on Un-carrier initiatives. Brian and his husband Brant now have at home their own disruptive force: Lucas, recently born via a surrogate. "It's awesome," Brian says of fatherhood. "It's like you get to experience life again – I don't know how else to describe it."

In addition to the thrill of parenting, Brian's also super happy about an Un-carrier benefit that helps take some of the financial pain out of surrogacy.

T-Mobile employees pursuing parenthood via surrogacy are eligible to receive financial assistance of up to \$30,000 per child.

So, if losing sleep and changing diapers is really your thing, the Un-carrier is in your corner with enhanced benefits to help families grow!



Overcoming a Hurdle

The surrogacy benefit shows that the Un-carrier not only listens to customers, but also to employees who have cool ideas. In the case of Brian and Brant, some sticker shock set in when they first explored surrogacy, which can cost as much as \$80,000. Says Brian: "As we went through the benefits available it was a matter of finding I'm covered for this, but not covered for that, or the surrogate is not covered because she is not my spouse."

So Brian gave Holli Martinez, T-Mobile's Director of Diversity & Inclusion, a call. "I said to Holli, 'You know, we have the adoption benefit and healthcare, but I'm just not covered for surrogacy.' She said, 'I'll take a look'."

The Un-carrier Spirit in Action

And here's another Un-carrier-like thing. After hearing of Brian's family goals, Director of Benefits Tina Marshall went to work with the Benefits team to find a way to help. Plus, after sharing his own experiences with the surrogacy process, Brian worked with Jocelyn Reed, Sr. Program Manager on the Benefits team to contribute to the design of the Surrogacy offering. That's a real Un-carrier thing! So is the benefit, which is offered by only a few companies in the U.S. Yay us!

Tina says the surrogacy benefit shines a magenta light on T-Mobile's efforts to give everyone the same opportunities. "For many people, becoming a parent is one of the greatest things you can do in life," she says. "We're really glad Brian told us about the hurdles he was facing, so we could both help him out and create a new benefit that helps other employees reach their family goals."

Brian sees the surrogacy benefit as another sign that T-Mobile is a place where the unusual is usual.

"I think this is another example of T-Mobile going all-in for the employees," he says. "I sent John (Legere) a note after Lucas was born, thanking him for his leadership around issues such as this. This helped having a baby a reality for us."

What the Adoption and Surrogacy Benefits Cover

The surrogacy benefit offers helpful cash to pay for fees ranging from medical bills to legal costs. T-Mobile employees are eligible to receive up to \$30,000 per child to cover the costs of adoption. You can learn more about both benefits by going to www.t-mobilebenefits.com.

As for Lucas, Brian says he now has mastered rolling over and making laughing sounds. "Lucas is just incredible," he says. "Brant has a chance to be a stay-at-home dad, and when I go home it's so amazing to see Lucas light up. We're just thrilled."