



Why Mental Health Matters in Family Building

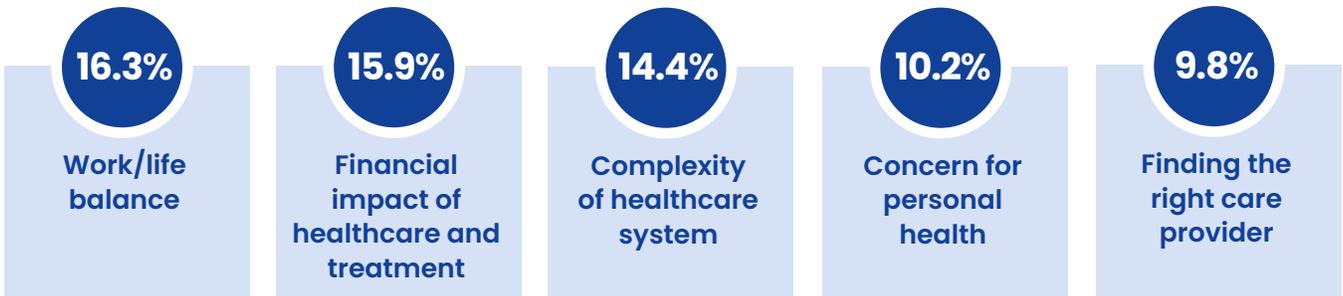


Whether it's navigating complex family building decisions and health challenges, managing disappointment, balancing relationships, or facing financial stressors - employees need more than clinical care. The mental and emotional toll of family building and parenting is often overlooked, creating additional strain on an already complex journey.

75%
of members report increased stress during the family building journey **without benefit support**

The following includes insights from a cohort analysis conducted in April 2025 gathered through self-reported feedback from Progyny members actively engaged in fertility, pregnancy, or parenting support programs.

Top 5 sources of stress for members:



Our solution: a dedicated advocate and whole-person care

Benefit leaders have the power to create supportive, wraparound experiences that elevate the entire family building and parenting experience. Our model is built around the member, and supporting members' emotional and mental health is a core part of our care model.

From the moment someone enrolls in Progyny, PCAs provide:

- Clinically validated screenings
- Digital resources
- Expert-led coaching
- Proactive benefit navigation

Central to this approach are our dedicated Progyny Care Advocates (PCAs), who build trusted, one-on-one relationships with each member. By taking the time to understand their full story, personal preferences, and evolving needs, PCAs provide personalized, compassionate support tailored to each member's clinical pathway, identity, and lived experience. This inclusive, affirming care also extends to partners, acknowledging that family building affects the whole family.

“

Progyny takes a lot of stress off of my shoulders - having a wonderful PCA I can reach out to with any worries I may have with my pregnancy, labor, postpartum, and returning to work has been so helpful.

”

- Progyny member

PCAs guide members through emotional challenges through in-the-moment coaching and mental health assessments throughout their experience. They can also help members get connected to mental health professionals with personalized education on what to expect and how to find in-network providers for their needs. With training on how to identify signs of anxiety and depression, leveraging evidence-based tools, PCAs help organizations achieve timely referrals to mental and behavioral health

providers when deeper care is needed - enhancing overall outcomes, retention and productivity at a pivotal stage of life.

Our benefit goes beyond financial coverage. Our integrated model supports members by identifying mental health needs early and connecting members to the right resources, reducing stress and making a meaningful difference in our members' lives. Progyny helps build a healthier, more resilient workforce while enhancing the employee experience and boosting retention. Empowered and informed throughout their family-building journey, employees engage more fully and confidently, resulting in stronger health outcomes and greater organizational success.

Progyny members experience significant positive outcomes:

74%

report their Progyny Care Advocate (PCA) helped reduce their stress

62%

wish every healthcare experience came with a knowledgeable and trusted PCA like Progyny

65%

felt more empowered to make informed decisions

60%

felt they could better communicate/self-advocate needs with providers

Learn how you can play a role in advancing women's and family health for your workforce

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Progyny Mental Health Cohort Analysis, April 10 - May 6, 2025. Data based on self-reported responses from Progyny book of business members actively engaged in fertility, pregnancy, or parenting support programs during the analysis period. 1. The Mental Health ROI: Why Investing in Employee Well-Being Pays Off - HSE Network