

Surrogate Compensation

effective 09/01/2025

Compensation Provided by Intended Parents

Estimate Only. Compensation may vary depending upon your specific circumstances. The above benefits are paid through an independent escrow account. All medical bills and insurance premiums are paid through the escrow account. **Please note that in order to be reimbursed for Uber/Lyft/taxi, gas/mileage, airport shuttle, parking, childcare etc., we must have receipts.**

Although we can never give you enough to equal the measure of the gift you are giving, we like to spoil you throughout your journey with personalized gifts that you will receive at various stages.

Surrogate Fee	
<ul style="list-style-type: none">• 1st time surrogate fee: \$50,000• Starts on the 1st or 15th of the month after confirmation of heartbeat• Paid out in monthly increments, as determined by your contract• Surrogates carrying multiples will receive an additional \$10,000 for the multiple pregnancy, paid out monthly as per your contract.• \$3,000 C-section fee	\$50,000
Medical Clearance Fee	
<ul style="list-style-type: none">• \$1,000 fee paid after full medical clearance is received from the IVF clinic for your match	\$1,000
IVF Transfer Fee for First Cycle	
<ul style="list-style-type: none">• Given via Direct Deposit after the transfer is completed or within 1 week of transfer• Subsequent cycles \$1,500	\$1,500
Cycling Allowance (per IVF cycle—assumes 1 cycle)	
<ul style="list-style-type: none">• Given when injectable medication is started• This is to cover parking, mileage, gas, and childcare for doctor's appointments before a transfer	\$500

Pregnancy Allowance	
<ul style="list-style-type: none"> • 9 months at \$300 for singleton • 9 months at \$400 for twins • Starts on the 1st or the 15th of the month after confirmation of pregnancy by blood test 	\$2,700
Maternity Clothing Allowance	
<ul style="list-style-type: none"> • Paid after first trimester 	\$1,000
Gift for Surrogate's Children's Education	
<ul style="list-style-type: none"> • Paid after delivery • \$1,000 total for family 	\$1,000
Surrogate Support Group Meeting Allowance	
2 meetings at \$100 per meeting (if in attendance)	\$200
Childcare (4 weeks after vaginal birth)	
<ul style="list-style-type: none"> • \$100/day up to \$500/week • This is for 4 weeks following a vaginal birth or 6 weeks following a c-section • This also applies if put on bedrest by the doctor. Must be a prescribed bedrest by attending physician • Pet boarding allowance available in place of this allowance 	\$2,000 (addt'l \$1,000 for C-section)
Housekeeping	
<ul style="list-style-type: none"> • \$100/week • This is for 4 weeks following a vaginal birth or 6 weeks following a c-section • This also applies if put on bed rest by the doctor. Must be a prescribed bed rest 	\$400 (addt'l \$200 for C-section)

Hatch Surrogate Wellness Package

- Accountable allowance (receipts required)
- Can be used for the following expenses:
 - Doula services
 - OR
 - Any of the following¹: acupuncture, prenatal massage, prenatal nutrition/dietary coaching, prenatal fitness, and/or pelvic floor therapy

\$2,000

¹ Subject to approval by your attending physician and your surrogacy contract terms.

Lost Wages - Surrogate

- Net pay (You will be paid whatever disability does not cover, if applicable)
- Compensation for lost wages will vary based on your actual salary as verified by your paystubs

varies**Lost Wages - Spouse/Partner or Support Person**

- Net pay
- Generally, your support person gets around two weeks of lost wages to take when they want throughout the entire pregnancy. Most take one or two days for the transfer and a couple for the birth. Support person's lost wages will have a cap amount for the journey.

Est. \$2,700**Life Insurance Policy**

- \$1,000,000 life insurance policy paid to the surrogate's designated beneficiary

No cost to surrogate

Total Estimated Value of Compensation Package for a first-time surrogate (excluding surrogate's lost wages and extra bedrest):

\$65,000

Contingent Fees

This compensation is only paid when applicable to your case.

Surrogate Childcare Allowance

- For out-of-county surrogacy appointments: \$25.00 per hour, up to \$100.00 dollars per day for a maximum of \$500.00 per week
- If on physician-prescribed bed rest
 - Complete bed rest: \$25.00 per hour, up to \$100.00 dollars per day for a maximum of \$500.00 per week
 - Hospitalized bed rest: \$25.00 per hour, up to \$100.00 dollars per day for a maximum of \$500.00 per week
- 4 weeks following a vaginal birth or 6 weeks following a c-section: \$25.00 per hour, up to \$100.00 dollars per day for a maximum of \$500.00 per week
- Pet boarding: the same dollar allowances outlined above can be applied on applicable days instead of the childcare allowance. Receipts would be required for boarding and this allowance cannot be used at the same time as a childcare allowance.

Gas/Mileage

- Surrogate is reimbursed gas/mileage at the current IRS mileage rate for any trips further than 50 miles round trip.

Pumping/Pumping Supplies

- Pumping fee of \$300 per week for each week surrogate is pumping to provide colostrum/breastmilk to baby. IPs are responsible for cost of pump, pumping supplies and shipping of the milk.

Mock Cycle Fee

- \$500 per cycle if non-injectable medications are used, or \$1,000 per cycle if injectable meds are used, when in contract

Miscarriage Fee

- \$500 due to surrogate if loss occurs after the 5th week of pregnancy as calculated by date of embryo transfer

Dropped Cycle Fee

- \$800 if cycle cancelled due to no fault of surrogate

Labor Induction Fee

- Surrogate receives \$1,000 for induction of labor due to absence of fetal heartbeat
- In the event surrogate undergoes labor induction, due to complications of pregnancy, or experiences a stillbirth prior to the vesting period where the entire surrogacy fee would be earned in full (generally 24 weeks from the embryo transfer procedure), she is entitled to her next monthly surrogacy fee payment following this event for postpartum recovery, pain, risk, suffering and inconvenience caused by this. No further surrogacy base fee payments would be due beyond this.

D&C Fee

- \$500 due to surrogate for each dilation and curettage (D&C) procedure

D&E Fee

- \$1,000 due to surrogate for each dilation and evacuation (D&E) procedure

Loss of Reproductive Organs

- If surrogate loses one or more reproductive organs, or the loss of function of one or more reproductive organ, as a result of a complication caused by the surrogacy, Surrogate will be compensated for the pain, suffering, expenses and all other losses attributable to the removal of said reproductive organ(s) as follows: Five Thousand Dollars (\$5,000.00) for the loss of her uterus or the loss of the function of her uterus; One Thousand Dollars (\$1,000.00) for each fallopian tube and/or ovary of which she suffers the loss or loss of function. Under no circumstances shall surrogate be paid for said loss of reproductive organ that occurs more than six (6) months following the birth of the Child or other termination of pregnancy. An LRO insurance policy rider will be purchased to pay out this benefit to the surrogate.

Termination/Reduction of Pregnancy Fee

- Surrogate receives \$1,000 per therapeutic abortion, multi-fetal or selective reduction procedure

GIFT/ ZIFT Procedure Fee

- \$1,000 per procedure

Invasive Procedure Fee

- \$1,000 per Amniocentesis/CVS

Per Diems for Travel

- Surrogate receives \$100 per diem per night for overnight travel
- Surrogate's companion receives \$100 per diem per night for overnight travel
- Surrogate's hotel costs will be covered up to \$300 per night for transfer and transfer bedrest, if applicable
- Flights for you for your in-person medical screening/Flights for you and an adult companion for your transfer trip when applicable

Counseling Allowance

- Up to \$600 max for surrogate (and any family members of surrogate) available to use from start of pregnancy until 6 months post birth. Paid directly to counselor.

Contract Termination Bonus

- There is a \$5,000 termination of contract bonus if surrogate is medically cleared and legally cleared when the cancellation is due to no fault of surrogate (e.g. If IPs decide not to proceed due to no fault of surrogate).

Health Insurance Considerations

- All medical insurance costs will be covered including premiums, deductibles, copays, max out pocket cost, and any uncovered medical expenses for the surrogacy and this continues until the surrogate is:
 - Medically cleared after a failed transfer but not more than 3 months after a failed transfer.
 - Medically cleared after a pregnancy loss but not more than 6 months after pregnancy loss.
 - 3 months post-birth or upon post-birth medical clearance, whichever is sooner, but in no event for more than 6 months after birth.
- If the surrogate is a dependent on a family member's plan, the cost of the surrogate's portion of the premium rather than the family premium cost will be covered.
- If a new plan needs to be purchased, the costs for purchasing this plan and any broker fees incurred for purchasing the plan will be covered
- If there is a loss of insurance coverage due to an employment change for surrogate or surrogate's partner, a COBRA plan could be covered, when available. The full COBRA premium cost for surrogate, and the difference in cost for premiums for surrogate's partner if surrogate is a dependent on the plan will be covered.
- Insurance liens will be covered (E.G. Kaiser or Blue Shield lien)
- In the event that the surrogate has to drop her current affordable health insurance in favor of obtaining a new insurance policy for the surrogacy, the premiums on the new policy until the next open enrollment period following the birth will be covered.
- The costs associated with insurance expert verification of surrogate's insurance plan to confirm maternity coverage for the surrogacy will be covered.

Please note that in order to be reimbursed for Uber/Lyft/taxi, gas/mileage, airport shuttle, parking, childcare etc., we must have receipts.