



Member Benefits Guide

This guide provides all the information you need to get started with your Progyny Global fertility & family forming benefits.



**Because
starting a family
is a right.
Not a privilege.**

Progyny Global is an **inclusive service, accessible to all eligible employees** – no matter their age, gender identity, sexual orientation or relationship status.

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Have any questions ?

We're here to support you along your personal path to parenthood.
From start to finish.

support@progynyglobal.com

What is the benefit ?

Progyny Global is an inclusive service providing equal access to fertility care, adoption and surrogacy services. Our program is designed so that you can better understand your options to have a child, no matter what your path to parenthood may be.

Our Service

We have made it as easy as possible for you: As an Eligible Member, you choose the fertility clinic or provider. You can access any eligible service. And you get reimbursed through your employer-sponsored budget.

We partner with the leading fertility specialists as well as family building service providers to bring you better care, expert knowledge, and at the end of the day peace of mind.

Progyny Global supports all the different ways to form a family whether through fertility treatments such as in vitro fertilization (IVF), freezing eggs/sperm for the future, or adoption. You build your family the way that feels right for you and when you're ready.



360° Concierge service

As a Member, you and your spouse/partner get access to a 360° concierge service, supporting you before, during and after fertility treatments.



Consultations

Our Progyny Global Care Team helps you choose a clinic or service that's best for you and answers all questions in unlimited and confidential one-on-one consultations.



Personalized knowledge center

Our knowledge center provides educational content for all treatments and services, so you can make an informed decision.



Reimbursement

We guide you through dealing with insurance matters and optimizing your employer-funded budget as well as reimbursements and other process-related questions.

Who can use it ?

We believe that everyone who wants to start a family should be able to. That's why we make our service as inclusive and open as possible.

General criterias for joining the program

Eligible Members are those directly employed at Alteryx as full-time employees, based on the definition of full-time employment in the country in which they live, including those on leave of absence, and of legal age (18+).

Employees who cannot join are: interns and contractors.

Also important for you to know

- You do **not need to have a medical diagnosis of infertility to qualify**, which makes Progyny Global accessible to more individuals, including LGBTQ+ people, and domestic partners.
- The treatments for your **life partner** are also covered by your employer-sponsored budget. To get reimbursed for treatments, you just need to sign a partner agreement with Progyny Global.

How much is the budget?

You'll be reimbursed by Progyny Global for



29,000 EUR

lifetime maximum value (**net**).



100%

of eligible expenses



Please note that your **spouse or domestic partner is also covered by this budget.**

If two members of the same household work at Alteryx, they will share the budget.



Taxes

Your employer-sponsored reimbursement allowance may count as additional income and thus may be a taxable benefit. This is important to consider as it may affect the amount of income shown on your wage and earnings statement at the end of year and create a tax liability. However your employer has decided to compensate for the additional taxes incurred, which means that your net salary will be increased by the to-be-reimbursed benefit amount. For questions about what is or is not taxable, please send an email to support@prognyglobal.com.

What is covered?

Your Progyny Global benefit budget covers eligible fertility and family building treatments and services offered by approved fertility clinics in-country and abroad in line with local legislation. You'll find further information in our Member Portal and [the navigator](#).

For Eligible Members, valid care includes, but is not limited to:

Fertility planning



Initial doctor's consultation



Diagnostics



Lab testing

Reproductive Technology



Fertility treatments (e.g. IVF, ICSI)



Sperm / egg freezing



Medication

Adoption/Surrogacy



Agency Fees



Legal fees

These treatments and services are not covered for reimbursement:

Over the counter medication

Multi-cycle bundles or unlimited cycles of IVF, ICSI, IUI etc.

Multi-year storage costs for egg / sperm / embryo storage

All pregnancy-related treatments/services (i.e. pregnancy monitoring)

Travel expenses and lodging for embryo/sperm/ egg donors

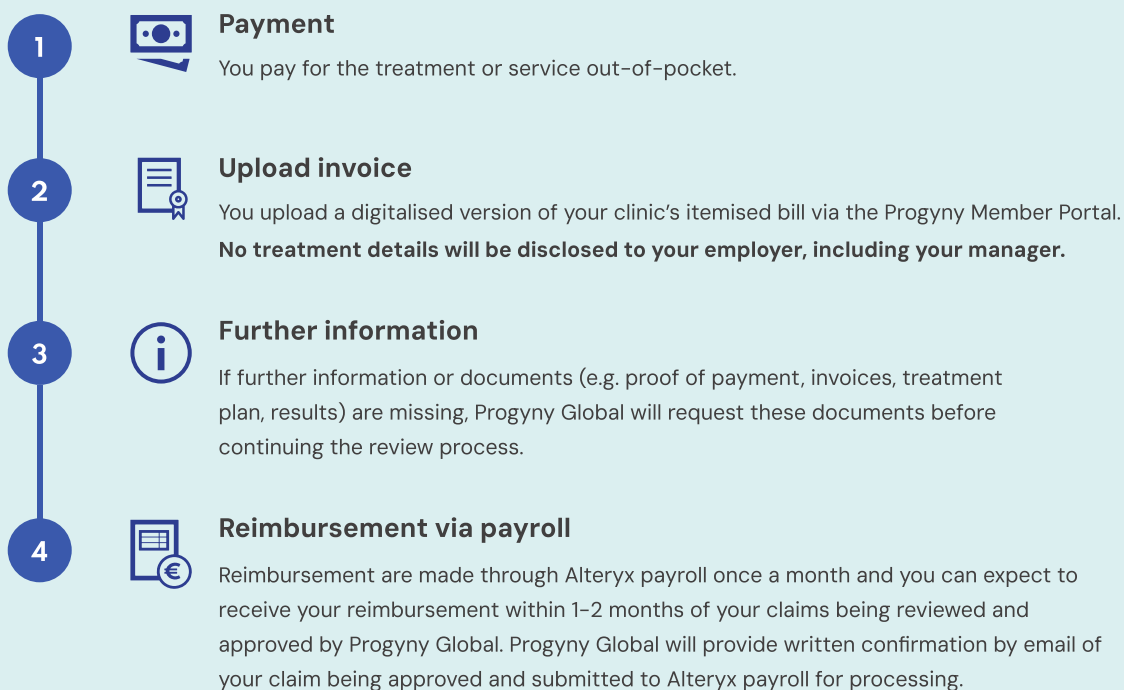
Cost for employee / partner donating egg / sperm / embryo to a third-party individual

Are there any specifics I should know about?

- i You can only receive fertility treatments and services that are legally permissible and available within your country of employment. International treatments / services are eligible for reimbursement, if they are legally permissible in both your country of employment and the country in which you would like to undergo a treatment.
- i You can only submit reimbursement requests for:

 - **one cycle of fertility treatment at a time e.g. IVF, ICSI, IUI**
(multi-cycle bundles or unlimited cycles are not covered)
 - **annual cost of egg / sperm or embryo storage at a time**
(multi-year storage costs are not covered)
- i You cannot be reimbursed for a treatment that has not yet taken place. If you have purchased a treatment bundle, you will only be reimbursed once you have completed the full cycle of treatment.
- i Alteryx also reimburses **over-the-counter ovulation tracking and tests** used to monitor fertility windows.
- i Progyny Global will still be able to offer **guidance and support** if you are receiving care via the statutory healthcare system.
- i General medical care by your OB / GYN or private care doctor is covered by your health insurance and / or local public healthcare system, **not by Progyny Global – even if you are pregnant.**
- i The Progyny Global Benefits program applies only to the treatments and services **listed on the Progyny Member Portal.**

How will I be reimbursed?



Reimbursement time window

Active employees: Eligible expenses to be submitted to Progyny Global within 180 days of the date of treatment.

If you leave Alteryx: Eligible expenses must be submitted by your last day of employment. If you need to submit a claim after losing access to Progyny Global's Member Portal, please send an email to claims@prognynglobal.com with the subject line 'Alteryx Reimbursement Claim,' and include the following information:

- Legal first name
- Legal last name
- Your former Alteryx email address
- Your employee number
- Detailed itemized invoices (e.g. as PDF attachment)
- If you submit expenses for your partner: signed partner agreement


Progyny Global processes claims for approval within 14 business days and approved claims will be paid on the next applicable payroll date.


How do I start?


Progyny Global makes it easy to access fertility care and family planning treatments, from basic checkups to preservation treatments such as egg/sperm freezing, artificial reproductive treatments (ART), surrogacy and adoption. There's no need to have an infertility diagnosis to get in touch with us.


It's actually quite the opposite: Progyny Global and Alteryx believe that you should be pro-active about your fertility and that you should know your options – no matter if you plan to start a family later in life or want to have children as soon as possible.


Your next steps

- **Sign up**

Visit <https://member.progynyglobal.com/register> and enter your work e-mail address to register your account and access your benefit.
- **Know your options**

You'll find personalized information based on your individual life situation in our knowledge center. Easy-to-understand treatment descriptions are provided so that you're prepared to ask the right questions.
- **Book a consultation with Progyny Global's Care Team**

Unlimited calls and e-mail communication. Guidance on where to start, treatments, insurance matters, optimizing your employer-funded budget, and reimbursement.
- **Find a clinic or agency**

We help you understand which clinic or agency is best for you based on specialties, your personal preferences, location, and more. We're the friend who has seen it all and done it all – so you don't have to take any detours.
- **Get reimbursed**

Submit a request for reimbursement right after receiving the invoice. You will get access to your employer-sponsored funds as soon as your invoice is approved.



Start your individual family

Top 5 questions

What does my employer know about me using Progyny Global benefits?

We share only the absolute minimum information with your employer to get you reimbursed for your treatment. Your employer, including your manager, will never get access to your invoice or treatment details.

As Alteryx is sponsoring your treatment, the payroll team will know the total amount of reimbursement and who is being reimbursed. This information is needed for your payroll tax purposes only. We will never disclose your type of treatment.

I have already started on a fertility treatment. Is it covered?

While your benefit budget generally covers treatments received after your employer introduced Progyny Global benefits in your country, we also offer a special **transition of care package**.

To ensure a smooth transition for members currently undergoing treatment with a different provider, we provide a one-month handover period. This means that any expenses incurred up to **30 days prior to the launch of the benefits** will also be reimbursed.

We recommend scheduling a consultation with a Member Care Expert to discuss your specific situation and see how we can best support you during your ongoing treatment.

Do I need to prepare for my consultation with a Member Care Expert?

Apart from sipping a coffee or tea so you feel comfortable: no. We will guide you through everything. And remember, you can ask us anything.

Are there any exclusions I should be aware of?

Please see the 'what is covered' section on page 6 and 7 for further information. Rest assured, we'll guide you through all your options – our Care Experts are well informed about the most recent local rules and regulations.

What if I leave Alteryx?

As long as your last date of treatment is on or before your last day of employment and you submitted the invoice by your last day of employment, then it is eligible.

**Every path
to parenthood
is equally valuable.**

**Explore
your options.**



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