

LET'S CLOSE THE COVERAGE GAP *together*

If you're reading this, it's clear that you care about your employees and the care they receive—which means you've already taken the first step towards bridging the care gap in your current healthcare coverage.

NEXT STEPS



1 GET CURIOUS.

Start by putting yourself in the shoes of a new or expecting parent. Look at the in-network coverage you provide and try to navigate that health plan as if you were them. Insurance documents often suggest that lactation coverage is available, but we (and parents) have found that, in reality, **these networks are limited and inadequate, if they exist at all.**

2 START A CONVERSATION.

Call your insurer and start a dialogue about your existing in-network coverage and out-of-network reimbursement policies for lactation care. The Affordable Care Act suggests that lactation care should be administered as a preventative service, with no cost-sharing put back on the member. If they push back, don't be afraid to advocate for yourself and your employees—**remember that this care is mandated by the ACA.**



3 TAKE ACTION.

Follow up and continue the conversation. You may find your network is extremely limited or even non-existent. **An in-house workplace lactation program could be the answer.** Regardless of your coverage, The Lactation Network (TLN) can help. Contact TLN to discuss how you can ensure your employees receive appropriate care.

TLN'S NEWBORN FAMILIES PROGRAM

Newborn Families is a workplace lactation care program from [The Lactation Network](#), a national provider of insurance-covered lactation care and the largest network of International Board Certified Lactation Consultants.

The Newborn Families program is an easy-to-implement lactation care solution that seamlessly integrates with your existing health benefits to provide expert lactation care and products. With Newborn Families, your employees can work with their own IBCLC, address underlying issues in feedings, get an insurance-covered breast pump and

replacement parts, and plan how to return to work with confidence. Because of the level of support we provide, **TLN lactation programs boost post-maternity leave retention from 59% to 85%¹.**

Ultimately, lactation care helps not only the parents we support but their families and surrounding communities, setting parents and employers up for success. To learn more about how our Newborn Families lactation benefit program can expand your company's commitment to working families, [visit our Newborn Families page.](#)

¹ (2022 TLN Survey)