THE SURROGACY EXPERIENCE™

Confidence & Care from Decision to Delivery™

Gestational Carrier Compensation Guide

Not all compensation packages are transparent with your true earnings as a gestational carrier and they are not all created equal. At The Surrogacy Experience, we feel you should be included in the design of your Compensation Package. It is important that you are fully compensated for your time and commitment to this incredible role. The Compensation Package is designed to outline your "surrogate income" and payments to cover surrogacy expenses. These are typically broken down into three categories: Base Pay, Covered Expenses/Reimbursements, and Benefits.

- **Base Pay** is the amount you will receive for carrying a pregnancy. This payment is commonly divided into monthly installments, beginning when a fetal heartbeat is detected and continuing until the pregnancy ends.
- **Covered Expenses/Reimbursements** will be outlined in the contract you will have with the intended parents and will detail items such as lost wage reimbursement, childcare costs, etc. It will also include milestone payments such as the embryo transfer or situational events such as a C-section delivery. This is in addition to the base pay.
- **Benefits** can include a monthly allowance, maternity clothing, health insurance coverage, term life insurance, travel, legal representation, and so on.

We understand that sometimes it is difficult to know what fees are appropriate and what covered expenses should be included. Below, we have listed some of the most common items found in a compensation package, which can be used as a guideline to design your requested compensation package. Your specific circumstances/needs, as well as the intended parents, will determine the final financial terms, which are negotiated through legal counsel.

Base Pay - distributed in equal installments once pregnancy is confirmed.	
First-time Gestational Carrier	$40,000-$50,000
Experienced Gestational Carrier	$45,000-$70,000
Multiple Birth Compensation (in addition to base compensation)	$5,000 +

Covered Expenses/Reimbursements	
Gestational Carrier lost wages • Examples: Pre/post-transfer travel to the intended parent's fertility clinic, monitoring and doctor appointments, doctor-prescribed bed rest, and post-delivery recovery period	Actual Rate of Pay, unless otherwise noted in your contract
Spouse / Partner's lost wages • Examples: Pre/post-transfer travel to the intended parent's fertility clinic, labor/delivery	Actual Rate of Pay, unless otherwise noted in your contract
Childcare Costs • For overnight travel, medical or surrogacy-related appointments • As needed in the event doctor-prescribed bed rest	Variable
The following items are payments based on milestones or event occurrence	
Mock Cycle Fee – Medications without embryo transfer	$500
Canceled Cycle Fee	$500
Embryo Transfer Fee	$1,500
Cesarean Section Delivery Fee	$2,500
Invasive Procedure fee (e.g., D&C, CVS, Amniocentesis)	$500 per procedure
Selective reduction and/or termination Fee	$3,000
Pumping Breast Milk + supplies	$250+ per week
Loss of Reproductive Organ(s) fee	$4,000 - $8,000

Benefits	
Monthly Allowance – Typically once contracts are signed until 4 weeks post-partum	$100-$300 per month
Maternity Clothing Allowance	$750 (singleton) / $1,000 (multiples)
Housekeeping service - for Doctor ordered bed rest or restriction	$100 - $200 per week
Travel Expenses (mileage, parking, air, hotel, etc.)	Paid for by the Intended Parents
Health Insurance Policy (if required)	Paid for by the Intended Parents
Term Life Insurance	$500,000 - $750,000 benefit amount
Counseling Services	$1,000
Legal Fees – Attorney's fee for carrier's representation	Paid for by the Intended Parents