

2019 Gestational Surrogacy Estimated Compensation Summary

The Gestational Surrogacy Compensation Summary is an *estimate* of industry averages for compensation, costs and related expenses often received during a Gestational Surrogacy journey. Your actual compensation package is determined by items such as: experience, insurance coverage and applicable state laws and will be finalized through the Gestational Carrier Agreement that you and your Intended Parent(s) agreed upon with the assistance of legal counsel. Our agency does not determine your overall compensation as it is personal and varies for each carrier.

Gestational Carrier Average Compensation and Related Expenses	\$45,000+
Base Compensation – distributed in equal installments once pregnancy is confirmed: <ul style="list-style-type: none"> • Gestational Carriers residing in <u>CA, CT, CO, DE, GA, IL, MA, MD, NH, NJ, PA, RI</u> with approved insurance*: First Time Carrier \$35,000 and Experienced Carrier \$45,000 • Gestational Carriers residing in all other states with approved insurance*: First Time Carrier \$30,000 and Experienced Carrier \$40,000 	
Multiple Birth Compensation (in addition to base compensation)	\$5,000
Mock Cycle Fee – Medications only (if performed)	\$250
Mock Cycle Fee – Medications with ERA Biopsy (if performed)	\$500
Embryo Transfer Fee	\$1,000
Maternity Clothing Allowance	\$500 (singleton) / \$750 (multiples)
Canceled Cycle Fee	\$250 - \$500
Cesarean Section fee	\$1,500+
Pumping Breast Milk (if applicable)	\$200 per week + supplies
Housekeeping service (if applicable)	\$75 per week
Travel Expenses	Variable (\$1,500 - \$6000)
Legal Fees – Attorney’s fee for carrier’s representation	\$1500+

*Approved insurance refers to the carrier’s current insurance that upon review by an insurance professional, has been determined to contain no Surrogacy Exclusion and therefore may be used for prenatal, labor and delivery costs for a surrogacy arrangement.

Gestational Carrier Potential Cost Considerations	Variable
Selective reduction and/or termination fee	\$1,500+
Invasive Procedure fee (e.g. D&C, CVS, Amniocentesis, etc.)	\$500 per procedure
Psychological counseling / group support (if requested)	\$1,000
Loss of Reproductive Organ(s) fee	Variable (\$2000 - \$5000)

Lost Wages	Variable
Gestational Carrier’s lost wages <ul style="list-style-type: none"> • Examples: pre/post transfer travel to the intended parent’s fertility clinic, monitoring appointments, surrogacy/pregnancy related doctor’s appointments, doctor-ordered bedrest (if applicable) and post-delivery recovery time • Proper documentation from Carriers’ employer/HR department, along with an expense report is required 	Actual Rate of Pay unless otherwise noted in your contract
Spouse / Partner’s lost wages <ul style="list-style-type: none"> • Examples: Pre/post transfer travel to the intended parent’s fertility clinic, bed rest or delivery • Proper documentation from employer/HR department along with an expense report is required 	Actual Rate of Pay unless otherwise noted in your contract

Childcare Costs	Variable
<ul style="list-style-type: none"> • For overnight travel, medical appointments, surrogacy-related appointments • As needed in the event of bedrest ordered by medical care provider • Provided up to 4-6 weeks post-partum • Expense report required with appropriate documentation (receipt/cancelled check) 	Variable (\$10 - \$20 per hour) or negotiated overnight rate

Gestational Carrier Medical Expenses	Variable
Intended Parent(s) are responsible for any medical costs related to pre/post transfer cycling, pregnancy, delivery and any other medical expenses as set forth in the Gestational Carrier Agreement Costs will vary based on OB/GYN, hospital and insurance coverage	

Insurance	Variable
Term Life Insurance (\$250,000 - \$500,000)	\$315 - \$1,000
Gestational Carrier Supplemental Health Insurance Yearly Premium (if applicable)	\$5,750 - \$30,000
Disability Insurance	Variable

NOTE: Please discuss with your tax consultant in regard to the filing of any compensation you earn. TSE does not send out any tax forms for your yearly tax preparation.