

CARROT

Adoption **with Carrot**

Carrot Fertility provides inclusive fertility, hormonal health, and family-forming benefits. Employees can use Carrot to get personalized support — regardless of age, race, income, sex, sexual orientation, gender, marital status, or geography.

Adoption can be a lengthy and complex process with many different steps. Carrot is here to help navigate this family-forming journey and provide expert guidance every step of the way.

Visit get-carrot.com/signup to claim your benefit and start exploring the adoption resources available, including the funds your employer has provided to help pay for eligible care and services.

Claim your benefit

Personalized guidance

Use your Carrot benefit to:

- Pay for eligible care and services, such as agency and attorney fees
- Find eligible adoption agencies and attorneys
- Talk with Carrot adoption experts as often as you'd like, at no cost to you, about the process, estimated costs, guidance for LGBTQ+ prospective adoptive parents, and more — 99% of members rate these conversations 4.9 out of 5 stars
- Explore trusted educational resources on topics like what to ask an adoption agency — no more online searching

“The Carrot Expert wasn’t judgmental. He made us feel comfortable and shared a few different agency options. He even gave us a list of questions that we should be asking and things we should be thinking about as we selected an agency to work with. It made us feel like we knew what we were doing and the we were on the right track.”

— **Eduardo A.**, Carrot member



EDUARDO AND FAMILY

CARROT MEMBERS

*Carrot is available in 130+ countries, and services may vary by employer, geography, and local rules and regulations.

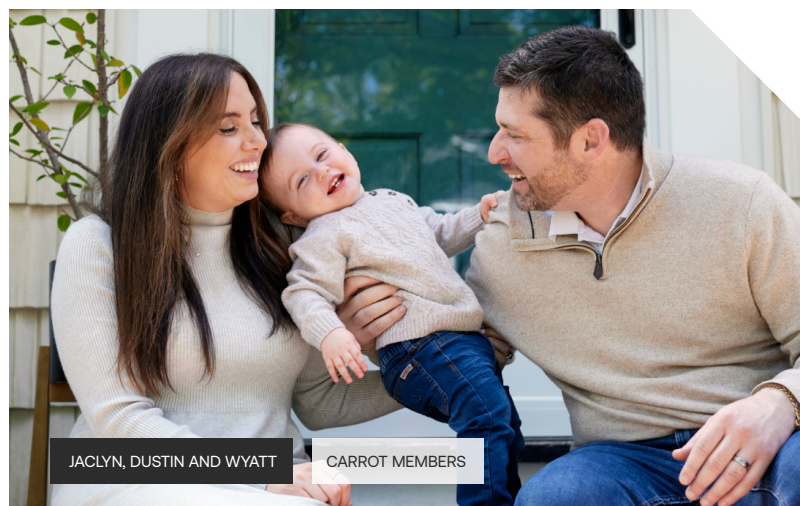
Questions? Visit get-carrot.com/us-employee-support to connect with your Care Team.

Different types of adoption

	What to know	Cost range
Domestic infant adoption	This is also known as private adoption. Both the birth family and adoptive parents are located in the U.S., and adoption professionals typically help coordinate these placements.	\$30,000–\$50,000
Foster care adoption	If a child in foster care cannot be reunited with their birth parents, they can be adopted by their foster families or through the foster care system.	\$0–\$2,700 <i>Any expenses are usually offset by the federal adoption tax credit.</i>
Independent adoption <small>Not all states allow independent adoptions, and many states regulate them extensively.</small>	Families or in some instances attorneys, independently identify an expectant parent seeking an adoptive family. Attorneys will assist both parties with the adoption process.	\$25,000–\$45,000
Intercountry adoption	Adopting a child from another country requires compliance with laws in both the child's country of origin and the adoptive parents' country of residence.	\$20,000–\$60,000

What's next?

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JACLYN, DUSTIN AND WYATT

CARROT MEMBERS