



MAKING THE CASE FOR ADOPTION BENEFITS

How an Employer's Assistance Enabled an Employee's Adoption Journey



ADOPTION IN THE WORKPLACE

Here are some key points to consider for your employees pursuing adoption:

- It's a costly, complex, and stressful process
- Employees invest a considerable amount of time and money researching independently
- The loss of productivity costs companies an average of \$80,000 per employee.

Benefits of Implementing a family building program by Vesta for Families:

- Proactively support employees
- Reduce absenteeism, anxiety, and stress
- Strengthen company culture
- Simple to manage and industry-leading pricing structure
- Earn recognition and gain a competitive advantage in talent attraction and retention



"VML is a strong supporter of adoption, and we were looking for a solution to help our employees navigate the complicated world of adoption. In partnering with Kelly Ellison and her team, we were able to help create and pilot a solution that would help to educate our employees about adoption and to help them reach their ultimate goal of growing their family through adoption."

Annamarie Burnette, SPHR, SHRM-SCP

VML | Director, Human Resources and Benefits

A DREAM TO ADOPT

Nearly 2/3 of adoptive parents in the U.S. embark on the path of adoption with the goal of expanding their families, while 1/4 do so to provide a sibling for another child. A VMLY&R employee and their family embraced these compassionate missions. With a special needs child already a cherished part of their family, their aspiration was to expand their family further through the adoption of another special needs child. They were open to the challenges and joys that come with this journey, but, like many in their situation, they didn't know where to start.

CHALLENGES IN THE ADOPTION PROCESS

The decision to adopt a child is a significant step that requires extensive research, emotional fortitude, and financial commitment. Adopting a child with special needs presents added challenges, including extra training and prerequisites, which may prolong the process. This creates more stress in an already time-consuming and emotional journey. With few private options available and most too costly or out of reach, the family turned to their HR department for guidance.

INTRODUCING VESTA'S SOLUTION

As an employee benefit offered by VMLY&R, Vesta designed a personalized plan for their adoption journey, bringing together top-tier resources and establishing a robust funding strategy. This approach saved time and energy typically spent on vetting providers, reduced stress, and provided confidence in having a well-defined plan. Improving both their professional and personal outcomes. The combined efforts of grants, fundraising, and a newly established adoption expense reimbursement program raised nearly \$42,000, making it possible to not only adopt one special needs child but two beautiful twins.

LUKE & KELLY

Adopted special needs babies to complete their family

Vesta helped parents secure

\$41,920

through grants and fundraising