



### AN INTRODUCTORY NOTE

This compensation summary is meant to be Brownstone's *default* compensation and benefits structure. While there are certain benefits on which we insist (e.g., life insurance, mental health support), we believe that *you* know what compensation and benefits would work best for *you*. We expect surrogates not to vary significantly from the amounts below, but we will work with you to make any requested changes pre-match so that we to present your potential intended parents with an accurate picture of your compensation and facilitate contract negotiations.

We would be happy to discuss this sheet and answer any questions you may have!

### Surrogate Automatic Compensation

Base Compensation:	\$55,000+
Typically varies based on surrogate experience and health insurance coverage. Full compensation vests at 32 weeks' (or 29 weeks' for multiples); if pregnancy ends earlier, compensation is paid at a prorated daily rate through date of birth or loss.	
Miscellaneous Expense Allowance:	\$300/month (\$350 for twins)
Paid from contract signing through one month postpartum (about 13 months' long or \$3,900). Covers incidental expenses like local travel, postage, vitamins, non-prescription medications.	
Medical Clearance Bonus:	\$500
Legal Clearance Bonus:	\$500
Medication Start Fee:	\$500 (per cycle)
Embryo Transfer Fee:	\$1,000
Maternity Clothing Allowance:	\$750 (\$1,000 for twins)
Automatic Housekeeping Fee:	\$800
\$500 paid at 34 weeks' pregnant and \$300 paid at delivery for postpartum recovery	
SUBTOTAL:	\$62,950+ (estimated)

### Surrogate Potential Compensation

Multiples Fee:	\$10,000 per additional fetus
Termination or Reduction Fee:	\$1,000 - \$1,500
Invasive Procedures Fee:	\$750
Includes amniocentesis, polyp removal, CVS, D&C, and cerclage	
Ectopic Fee:	\$1,000 (surgical); \$500 (chemical)
Mock Cycle Fee:	\$500 - \$750
Cancelled/Dropped Cycle Fee:	\$500 (if started meds)





### Surrogate Potential Compensation (cont.)

Cesarean Section Fee:	\$5,000
Loss of Uterus:	\$10,000 (or \$5,000 if partial loss)
Loss of Ovary or Tube:	\$2,500 each
Breast Milk Pumping Fees:	\$350/week + supplies, shipping
Pregnancy Support Expenses:	Up to \$2,500
Paid at cost and available for birth or other doula services, chiropractic services, prenatal massage, acupuncture, and other alternative medicines or pregnancy support services	
SUBTOTAL:	<i>Varies</i>

### Lost Wages and Household Care

Lost Wages:	<i>Varies</i>
Lost wages are paid as needed for physician-ordered bed rest, required travel, hospital stays, and postpartum recovery up to six (6) weeks for vaginal delivery and eight (8) weeks for c-section (with no doctor's note required).	
Spouse/Partner Lost Wages:	<i>Varies</i> (capped at ten days)
Lost wages paid as needed for travel for transfer, required bed rest, and hospital stays.	
Child Care Expenses:	Up to \$150/day
Paid as needed for additional childcare expenses (not normal arrangements). Available under same circumstances as lost wages.	
Pet Boarding Expenses:	Up to \$40/day
Additional Housekeeping Expenses:	\$80/week
Paid as needed for physician-ordered bed rest occurring prior to 34 weeks' pregnant.	
SUBTOTAL:	<i>Varies</i>

### Additional Surrogate Support

- Life Insurance Coverage (at least \$750,000 for surrogate's beneficiaries, if eligible)
- Brownstone-run surrogate support groups
- Travel Companion for Trips to IVF Clinic for Screening and Transfer
- Up to \$1,000 dedicated to any Mental Health Support needs (individual counseling or support groups)
- Gifts! Tell us what you like so we can curate thoughtfully!

