

Menopause support at work

A win-win for people and business

March 2025



Today's agenda

01 Understanding menopause

02 The costs of unmanaged symptoms

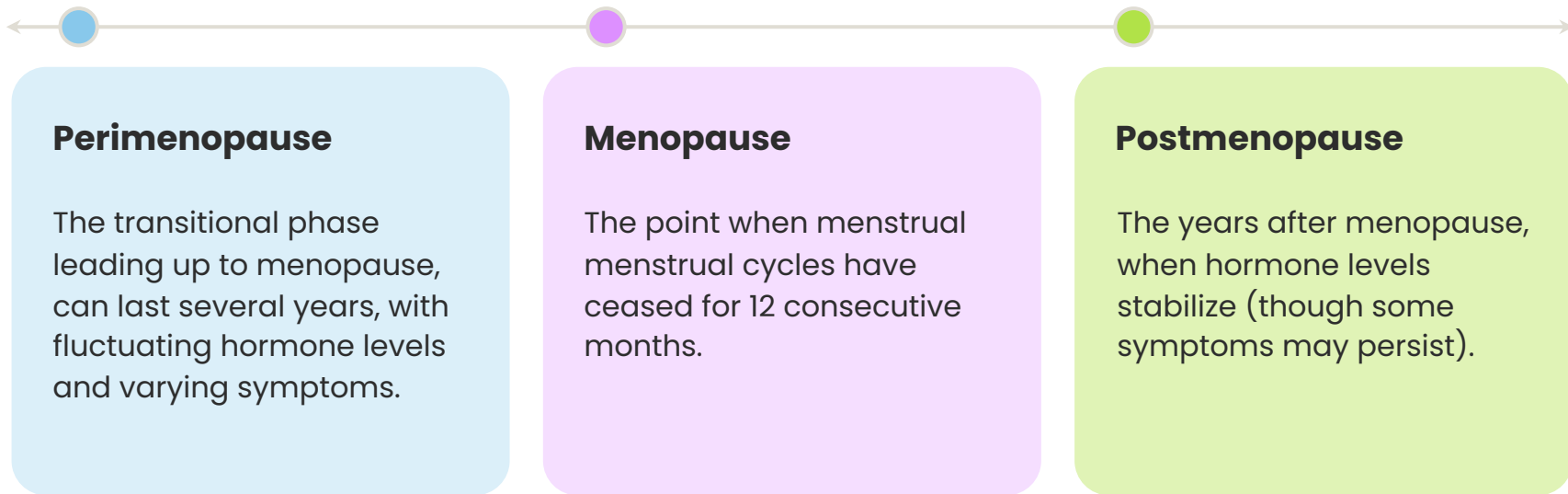
03 Making the business case for menopause support

04 Practical solutions for inclusion

05 Engage and ask: Q&A section

Understanding menopause

The stages of menopause:



Who is impacted by menopause?

19%

of the workforce is within the age range for menopause (45-65).

1.3M

U.S. individuals
enter menopause
each year

29%

Up to 29% of
senior executives
were affected

It's not just about aging individuals:

6-7%

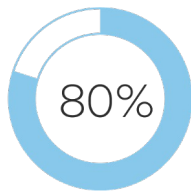
of individuals experience early
menopause before 45

50%+

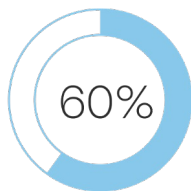
of millennials and **75%** of Gen Xers say
they think about menopause at least
monthly or more



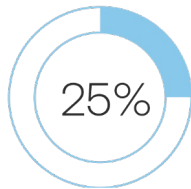
The barriers keeping employees from care



over 80% of individuals in peri/menopause experience disruptive symptoms



only 60% seek treatment



just 25% receive the care they need

What's causing the gaps?



Stigma: Hormonal health and aging are taboo topics, leading to hesitation in seeking help



Specialist shortage: Only 1 in 5 providers has additional training in menopause care



Perceived costs: Employers often view hormonal care as an expensive, nonessential benefit

The costs of unmanaged symptoms

Productivity

\$1.8B

U.S. businesses lose an average of \$1.8 billion in productivity annually due to unmanaged menopause symptoms

14 days

That's 14 missed workdays per employee.



The costs of unmanaged symptoms

Absenteeism and healthcare costs

\$26.6B

Including medical expenses, the total cost jumps to a staggering \$26.6 billion.

41%

Individuals experiencing menopause symptoms have a 41% higher utilization of professional medical services.

2x

These individuals also incur twice the behavioral health costs.

The costs of unmanaged symptoms

Employee turnover

Loss of senior leadership

Costs of knowledge loss
and replacement/
recruitment

1 in 5

Nearly 1 in 5 individuals
have considered leaving
their job due to a lack of
menopause support



The costs of unmanaged symptoms

Workplace disconnect

71%

of employers believe their company culture is positive towards menopause.

Only 32% of employees agree.

80%

of respondents cited menopause as a workplace challenge





Does your organization currently offer menopause support?

- A. Yes, a comprehensive program
- B. Some support but room to grow
- C. No specific support yet but we're interested
- D. Unsure



Making the business case for menopause support

Investing in menopause benefits is a smart business decision

\$12–13K

the potential **annual cost** of an employee considering leaving the workforce due to menopause

Reduced productivity loss

~\$1,100

estimated annually per
engaged member

Improved employee
retention

~\$10,700

estimated retention value per
employee

Lower healthcare
expenses

~\$980

estimated annual savings per
employee

Practical solutions for inclusion

- ✓ Communicate your commitment to employee well-being
- ✓ Employee groups can help remove the stigma of hormonal health discussions and help members find community support
- ✓ Educate your workforce about menopause
- ✓ Assess your current benefits package for hormonal health coverage. *Is HRT covered?*
- ✓ Bridge the provider gap with telehealth



Addressing the specialist shortage through telemedicine



Telemedicine expands access to expert care, regardless of location



Carrot's new virtual menopause clinic removes care barriers and ensures timely support



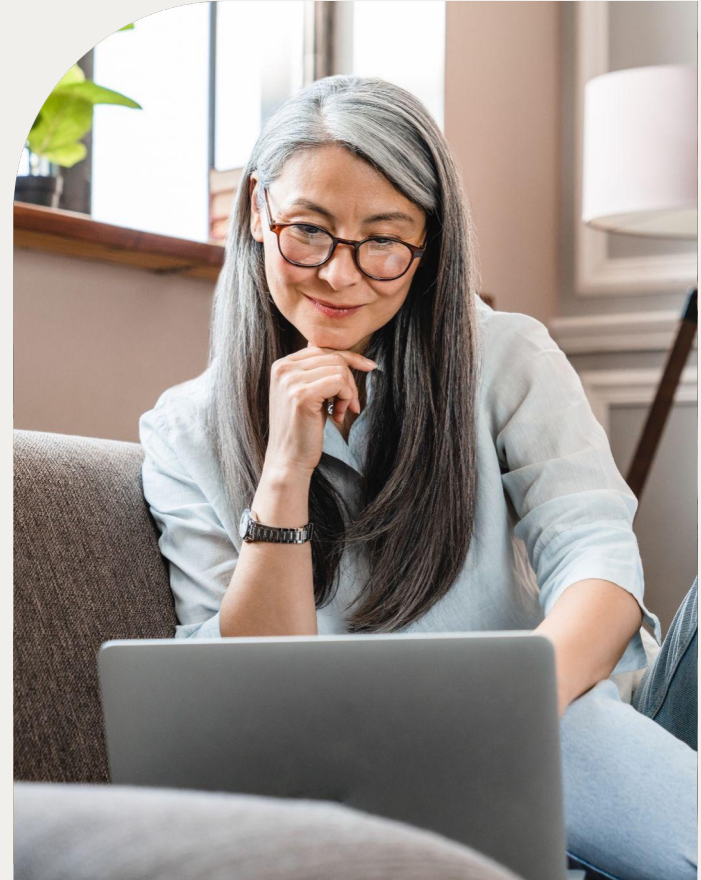
First of its kind, connects employees with the right care at the right time



Includes **Carrot Rx**: hormone therapy meds delivered, at a lower cost



Based on your experience with this webinar – how likely are you to recommend it to a colleague or friend on a scale from 0 to 10, where 0 is not at all likely and 10 is extremely likely?



Q&A

Do you have a question?
Submit it in the chat!



Thank you

- We hope this webinar has been informative.
- Visit our website at get-carrot.com to learn more.
- A recording of this webinar will be sent to all attendees

get-carrot.com/contact-us