

## Adoption with Carrot

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

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

Visit [get-carrot.com/signup](https://get-carrot.com/signup) to claim your benefit today and start exploring the available resources for adoption, including employer-provided funds to help pay for eligible expenses.

Claim your benefit

### Personalized guidance

Use your Carrot benefit to:\*

- Pay for eligible expenses 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
- Explore expert-produced educational resources on topics like “What to ask an adoption agency” — no more endless online searching

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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 we should be asking and things we should think about as we selected an agency to work with. It made us feel like we knew what we were doing and that we were on the right track.

**Eduardo A.,**  
Carrot member



EDUARDO AND FAMILY

CARROT MEMBERS

\*Carrot services available may vary based on plan design, geography, and local rules and regulations.

**Questions?** Visit [get-carrot.com/employee-support](https://get-carrot.com/employee-support) to call or message the Carrot Care Team.

# 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.               | \$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<br><i>Any expenses are usually offset by the federal adoption tax credit.</i> |
| Independent adoption<br><i>Not all states allow independent adoptions, and many states regulate them extensively.</i> | 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.                                             | \$20,000–\$60,000                                                                         |



## What’s next?

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