

# CARROT

## STATE OF FERTILITY BENEFITS:

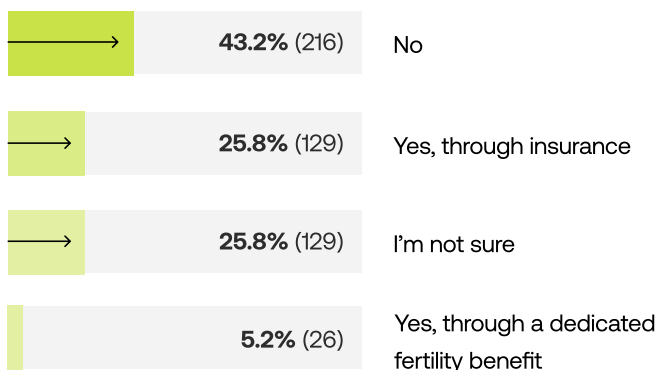
# Law firms and legal services

The legal industry is among the most competitive for talent, with **58% of associates** considering leaving their firm. From **prior research**, we know that people are more likely to stay at their jobs if they have access to fertility benefits. We wanted to find out if this finding held true for an industry known for employee retention challenges. We surveyed 500 people in the U.S. legal services industry and asked them how valuable fertility benefits are to them — here's what we found.

### Many lack access to fertility benefits

In our survey, nearly half did not have any fertility coverage through work, and a quarter were unsure of whether they had coverage.

**Do you currently have access to fertility benefits (coverage for treatments like IVF, adoption, and donor-assisted reproduction) at your firm?**

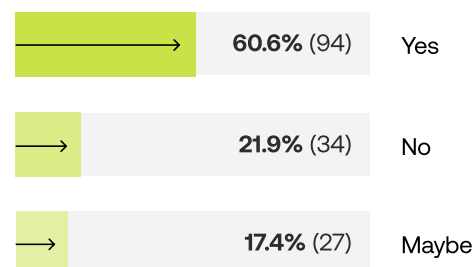


Relatively low levels of existing support mean firms offering comprehensive fertility coverage can stand out against competitors.

### Fertility benefits make employees more likely to stay

Of those with fertility coverage, a majority responded that having fertility benefits made them more likely to stay at their current firm. Overall, when asked if having access to fertility benefits would make them more likely to stay at their current firm, 77% responded positively.

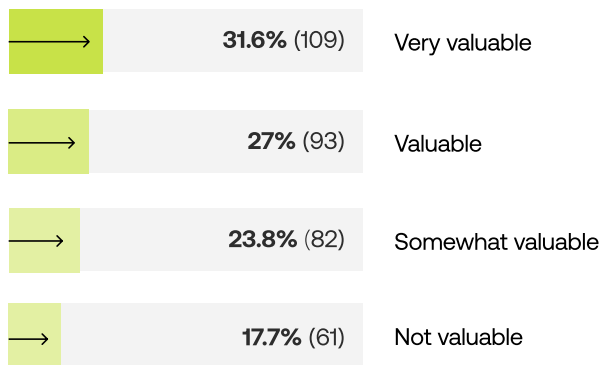
**Does having access to fertility benefits at your firm make you more likely to stay?**



## Fertility benefits are valuable to those in the legal industry

Respondents without fertility benefits reported that they would find them valuable. Of those without fertility support, 83% said they would find fertility benefits at least somewhat valuable, with a majority of this group saying they would find fertility benefits very valuable.

### How valuable would you find fertility benefits?



## Many in the legal services industry are considering fertility preservation

According to the Business Group on Health, just 30% of firms offer fertility preservation coverage. But fertility preservation can be an appealing option for busy, early-career lawyers who aren't ready to grow their families. In our survey, around a third of male and female respondents have considered preserving their fertility, suggesting that offering access to fertility preservation, in particular, can be a valuable recruitment and retention tool for law firms.

32% have considered freezing their eggs

6% have already frozen their eggs or are planning to

29% have considered freezing their sperm

7% have already frozen their sperm or are planning to

## Conclusion

Comprehensive fertility benefits demonstrate to employees that you value their goals outside of work, too, and are a powerful tool for retention and recruitment. Ready to learn more about offering fertility benefits at your firm? [Get in touch.](#)

### Methodology

500 respondents in the U.S. were employed full or part time, or temporarily unemployed, in the legal services industry. 70% of respondents were female and 30% were male. Results were collected between September 7 and 11, 2023.