Circle Surrogacy Compensation Package



Circle Surrogacy

circlesurrogacy.com

We're so happy you're considering surrogacy!



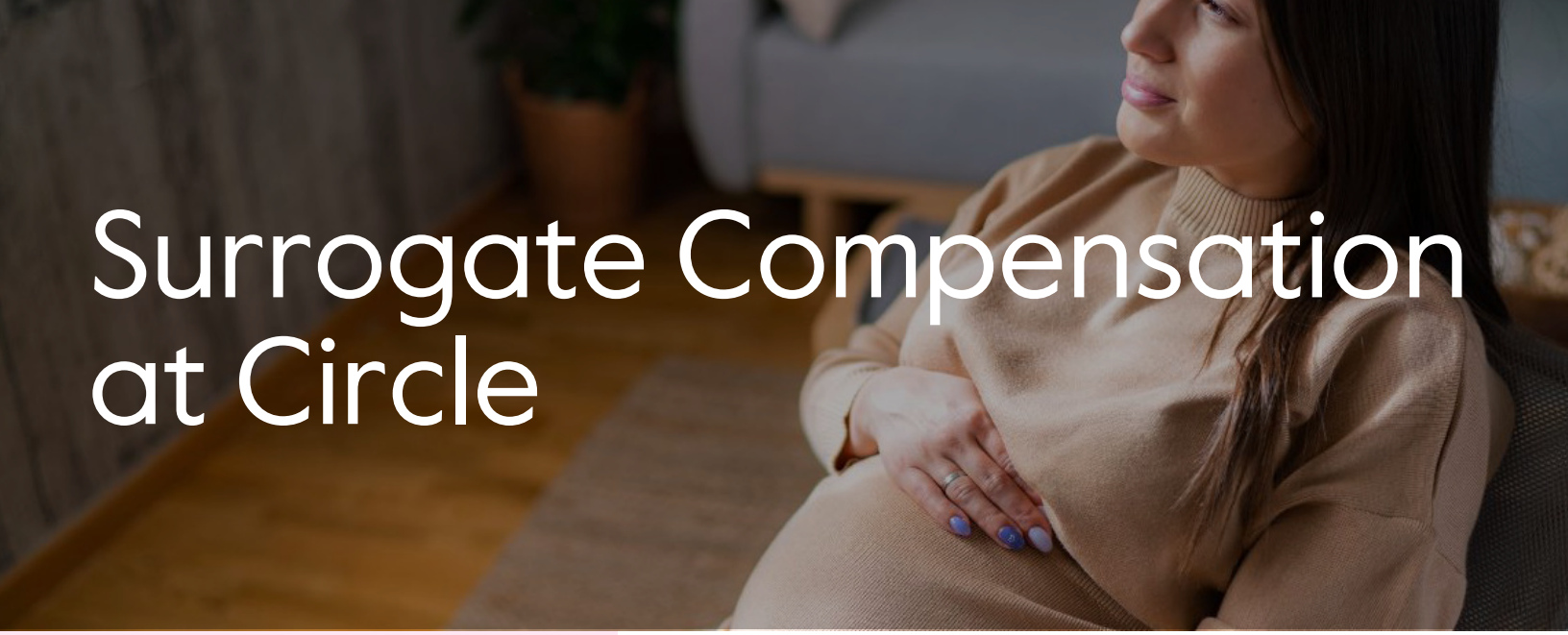
Being a surrogate is a remarkable experience for everyone involved – you're able to help another family while supporting yours financially.

Your surrogate compensation with Circle Surrogacy ensures you are properly rewarded for your emotional, mental, and physical commitment to helping make parenthood possible for others.

Becoming a surrogate enables you to help others experience parenthood, while supporting your own family financially.

And while money isn't the primary reason women become surrogates, you deserve to be compensated fairly. Surrogates use their compensation for down payments on houses, for family vacations, and to fund their child's future education. Surrogacy can make so many things possible for your family.

We look forward to meeting you,
The Circle Surrogacy Team



Surrogate Compensation at Circle

Complete Coverage

Circle Surrogacy offers the most comprehensive compensation package of any agency. When comparing agencies, it's important to evaluate the entire package, pay plus benefits, to ensure you and your family are completely covered.

Base Pay & Journey Milestone Payments

Paid directly to you

Special Perks & Gifts

Paid directly to you

Legal, Medical & Life Insurance Benefits

Paid on your behalf

Our generous base pay is $55,000.

You will also receive medical, legal, and life insurance benefits, plus pregnancy perks and gifts. We work with each potential surrogate to understand her needs so we can build the right compensation package for her and her family.

Circle Surrogacy

JOURNEY PROTECTION™ | Pay Promise

Circle's Journey Protection™ Pay Promise protects you with 100% guaranteed compensation – you can have peace of mind that you will *always* be paid.

What does this mean? Every one of our qualified surrogates will receive all of their payments, so they never have to worry about money and can focus on enjoying their pregnancies. We created the Journey Protection™ Pay Promise because we care about our carriers and want to help them have the most rewarding journeys possible. In addition to generous base pay, we're committed to providing the most comprehensive benefits and perks package of any agency.

Guaranteed Compensation

You will *always* be paid, *no matter what.*

Circle Surrogacy financially backs their intended parents, so a surrogate's escrow account is always funded to ensure she is always paid in full and on time (even if unexpected costs arise).

No Medical Bill Liability

Never pay a medical bill. Ever.

Circle Surrogacy takes on the liability of medical bills. While we can never stop having you receive medical bills (you are the "patient"), our Fixed Cost program for intended parents allow us to protect both the surrogate and the intended parents to ensure all medical bills will be paid in a timely manner.

Legal Protection

Your rights are always protected.

All surrogates work directly with a surrogacy attorney for legal guidance to ensure their rights are protected. You will have an attorney separate from your intended parents. Your legal counsel ensures the terms of your contract with your intended parents are fair, and that your voice is heard. All of your legal fees are paid for by your intended parents.

Life Insurance

Your family is protected, too.

Your piece of mind — and your family's security is of the utmost importance. Circle Surrogacy ensures your and your family are protected throughout your journey with a $500,000 life insurance plan, purchased by your intended parents.

How and When You'll be Paid as a Surrogate

As a surrogate with us, you'll receive compensation throughout the duration of your journey. Your first payments will be made before you're even pregnant, with payments continuing during your pregnancy and post-pregnancy during your "4th trimester."

Here's an example of how and when you'll be paid:

Typical Surrogate Compensation*

Total Estimated Compensation: **$55,000 - $75,000+**

What makes up your compensation	Amount
Base Pay	$55,000
Journey-based payments: monthly allowance, milestone payments, pumping, lost wages for you and your partner, and childcare	Varies by journey
Surrogate benefits: life insurance, gifts, and milestone gift cards	~$1,460
Total Estimated Compensation	**$55,000 - $75,000+**

**These figures reflect first-time surrogate compensation. Experienced surrogates generally receive higher pay. Your total depends on the specifics of your journey, including:*

- *the number of transfers*
- *delivery type*
- *lost wages*
- *payments specific to your pregnancy such as multiples or a C-section*





Additional Benefits & Perks Only from Circle

At Circle, the benefits and perks a surrogate receives go far beyond her pay. We appreciate YOU, and your emotional and physical commitment throughout the process.

In addition to your financial pay, Circle surrogates can also expect the following:

Benefits Paid on Your Behalf

Your intended parents will cover all medical bills, pay for your legal counsel, and purchase a life insurance policy on your behalf.

Perks Just for You

You'll also receive perks during your pregnancy like family meals and a maternity clothing allowance as baby grows.

Gifts & Extras to Add Comfort to the Journey

Surrogates receive little tokens of appreciation throughout their surrogacy – gifts to use while pregnant or gifts to simply enjoy for themselves.

Support From Day One

You'll have access to support from a welcoming Circle team and helpful private Circle surrogate social community. One of the first people you speak with at Circle may likely be an experienced carrier who guides you through the process until you are matched with intended parents. They will personally introduce you to your dedicated mental health professional and journey support team, all of whom are in-house at Circle.

Plus, we offer support groups, virtual events, one-on-one surrogate mentorship, and more. Learn more.

Birth Choice Empowerment

We understand that not every gestational carrier has the same desires when it comes to the birth of their surrogate baby. At Circle, our surrogates have choices for their preferred birth options, such as a doula, a hospital birth, or using a birth center with a midwife.

Surrogate Payment Details for a Journey

This is what payments look like with our Standard Surrogate Compensation Package.

Pre-Pregnancy Payments *Paid in advance from base pay*			
Milestone / Payment Type	**Amount**	**Frequency**	**When You Are Paid**
Social Work Screening Advance*	$500	Once	With completion of social work screening
Signing Advance*	$1,000	Once	When you sign your contract
Medical Screening Advance*	$500	Once	With completion of your medical screening at the IVF clinic
Embryo Transfer Payment	$750	Once (for each embryo transfer)	After embryo transfer
Medical Clearance to Transfer*	$1,000	Once (for each embryo transfer)	When transfer appointment is scheduled
Surrogate Monthly Spending Money	$200	Monthly	Begins with start of medications
Travel & Meals for Medical Screening	All expenses plus $150/day for food	Once	Prior to your trip/reimbursements
Travel & Meals for Embryo Transfer	All expenses plus $150/day for food	Once	Prior to your trip/reimbursements
Lost Wages or Childcare	Lost wages: Varies (based on paystub) Childcare: $20/hr up to $160/day	Once (for each transfer)	After transfer
Travel Companion's Lost Wages	Varies (based on paystub)	Once (for each transfer)	After transfer
Mileage (related to contract obligations)	IRS standard rate	As needed basis	Once submitted

Pregnancy Payments			
Milestone / Payment Type	**Amount**	**Frequency**	**When You Are Paid**
Base Pay	$55,000	Split into 9 payments	Monthly starting with confirmation of heartbeat (around 6 weeks)
Surrogate Monthly Spending Money	$200	Monthly	Paid monthly through pregnancy
Maternity Clothing	$500 singleton $750 twins	Once	At 12 weeks
Housekeeping or Meal Delivery	Up to $400	Once	At 12 weeks

Post-Pregnancy			
Milestone / Payment Type	**Amount**	**Frequency**	**When You Are Paid**
Post Pregnancy Spending Money	$500	Once	1 week after delivery
Family Meal Gift Card	$200	Once	1 week after delivery
Post Birth Recovery Lost Wages or Childcare	Varies Up to 6 weeks (vaginal) Up to 8 weeks (c-section)	Once	After birth, with documentation and OB letter
Partner Post Birth Recovery Wages	Varies Up to 2 days (vaginal) Up to 5 days (c-section)	Once	After birth, with documentation
Pumping Payment	$200/week	As long as surrogate pumps	Paid monthly
Pumping Supplies Reimbursement	Up to $1,000	As needed	After receipt submission

Hear What Circle Surrogates Have to Say



"I was able to upgrade our family car, contribute to our kiddos college fund, and plan a vacation with our family that was the trip of a lifetime! ***Surrogacy was just really a way for me to give back, while also helping build my own family's future.****"*

Heather Wilkinson, Senior Manager of Surrogate Success

"Everything was so perfect! ***I'm so very blessed to have been matched with the most amazing IPs*** *and seeing the love and adoration on their faces when they look at their beautiful daughter, makes this journey more than fulfilling!* ***Thank you to everyone on the Circle team for all of your help and support*** *in making this the best journey ever!"*

Amber, Circle Surrogate





"I have witnessed many people struggle with fertility, and felt the pull to do more to help someone achieve their dreams of becoming parents. ***My surrogacy journeys have been the most rewarding, and fulfilling experiences of my life****, and I am so happy to call my Intended Parents family!"*

Sarah Harris, Circle Program Manager



We Can't Wait to Meet You!

Being a surrogate with Circle Surrogacy is the most rewarding experience, and your compensation should reflect the generous gift you're giving to your intended parents.

Apply Now

Circle Surrogacy

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