

FOR HR & BENEFITS TEAMS

The Business Case for Menopause Benefits

How a \$79/month employee benefit pays for itself many times over.

The Problem

Menopause peaks between ages 45–55 — the same years when women are typically in senior leadership positions. Most US employers offer no dedicated menopause care. Untreated symptoms drive productivity loss, absenteeism, and the quiet exit of experienced women from the workforce.

1 in 4

Women have considered leaving their job because of menopause symptoms.
CIPD, 2023

\$1.8B

Lost annually in US productivity from menopause symptoms.
Mayo Clinic, 2023

17%

Of women with severe symptoms reduce hours or take leave.
British Menopause Society

10+ yrs

Length of the menopausal transition without treatment.
NAMS, 2022

The Cost

The Mayo Clinic estimates US employers lose \$1.8B annually to menopause-related absenteeism alone — before counting presenteeism. Replacing a senior employee costs 50–200% of annual salary. The leadership pipeline gap created by women exiting in their peak years compounds for a decade.

The Solution: Kindr Health

Board-certified menopause specialists. Personalized HRT and GLP-1 plans. All medications included. Free shipping. All 50 states — works for remote, hybrid, and distributed teams. Plans from **\$79/month (Essential)** to **\$179/month (Premium)**. Implementation in under one week. HIPAA compliant — employee health data is **never** shared with HR or the employer.

The ROI

Sample calculation: a company with 50 female employees aged 45–55 at a \$100,000 average salary.

Metric	Annual Estimate
Estimated productivity loss (untreated)	\$180,000
Cost of Kindr benefit (50 × \$119 × 12)	\$71,400
Net annual savings	\$108,600
Estimated ROI	152%

Estimates based on Mayo Clinic research on menopause-related workplace productivity loss. Individual results vary. Run your own numbers at kindr.health/menopause/at-work.

Implementation in 3 Steps

- 1. Choose your billing model** Reimbursement, group billing, or HSA/FSA. Pick the simplest fit for your benefits structure.
- 2. Enroll your team** We provide HR communication templates, employee FAQs, and manager training resources.
- 3. Track ROI** Quarterly aggregate utilization reports. No individual employee health data — ever.

Talk to our partnerships team

Email partnerships@kindr.health or request a demo at kindr.health/menopause/at-work. Most employers go live within one week — no insurance integration, no complex procurement.

Your team's best performers are suffering in silence.

Add Kindr Health to your benefits package in less than a week.

→ kindr.health/menopause/at-work