



HUMAN RESOURCES REPORT

An in-depth look at our Return to Work survey results for breastfeeding women in the workplace.

Acelleron

Q4 2019

Breastfeeding Rates, Benefits, and Challenges

Breast milk is best for a working mother’s baby. According to the Centers for Disease Control’s (CDC) latest Breastfeeding Report Card, in the U.S., around 83 percent of babies are breastfed. The increasing trend and high breastfeeding initiation rates are proof that most mothers want and intend to feed their babies breast milk.

Research shows that breastfed babies have lower risks of asthma, leukemia (during childhood), obesity (during childhood), ear infections, diarrhea and vomiting, lower respiratory infections, sudden infant death syndrome (SIDS), and type 2 diabetes. Research also shows many physical and emotional health benefits for mom, including a decreased risk of type 2 diabetes, breast cancer, ovarian cancer, and more.

However, as each month passes from the initiation, the number of infants receiving human milk drops despite the World Health Organization’s (WHO) recommendation of **“exclusive breastfeeding up to 6 months of age, with continued breastfeeding along with appropriate complementary foods up to two years of age or beyond.”**

These declining rates as time goes on indicate that mothers may not be getting the support they need from family members, health care providers, and employers to meet their breastfeeding goals.

Return to Work Survey Summary

Methodology

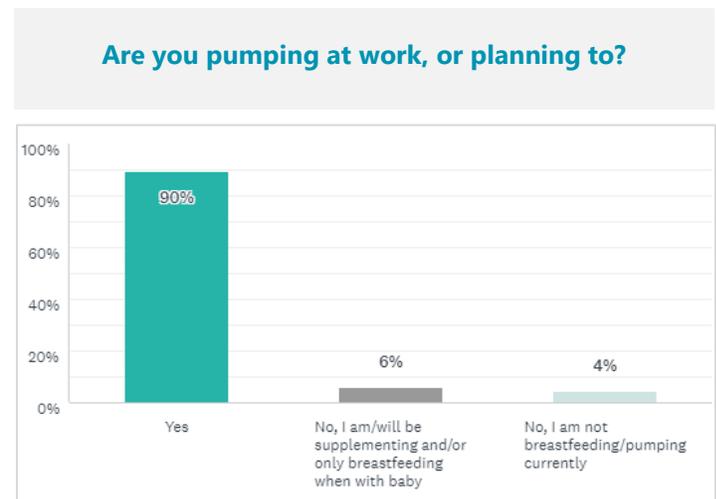
In response to these challenges, Acelleron disseminates a Return to Work survey to moms

who received a breast pump through their insurance plan. The survey is emailed 14 weeks postpartum and again at 16 weeks postpartum to the moms that did not open the first email.

The survey response data aids in better understanding of breastfeeding decisions, duration, and challenges influenced by returning to work after having a baby. This data is also used to help create benefit programs for employers to better support their moms returning to work.

Survey Results

Of the 1,588 Return to Work survey responses collected since its launch in December 2018 through Quarter 4 2019, **90 percent** of moms surveyed are either already **pumping at work** or **planning to pump at work!**

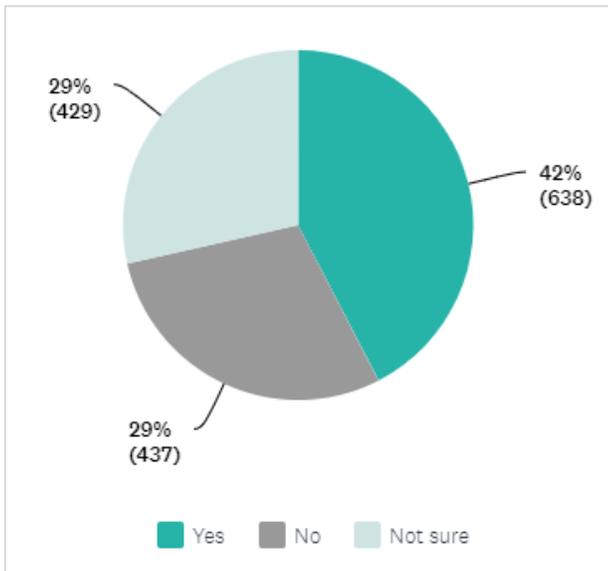


With such a high proportion of working women opting to continue giving their babies breast milk, additional barriers, beyond the act of returning to work, can make it much more challenging to meet individual breastfeeding goals.

Obstacles

Of concern, only **42 percent** of the moms surveyed know with certainty that their company has a **breastfeeding policy**. Without a policy, it is difficult for breastfeeding employees to navigate their employer's breastfeeding support options and accommodations, as well as their legal rights.

Does your employer have a breastfeeding/pumping policy in place?



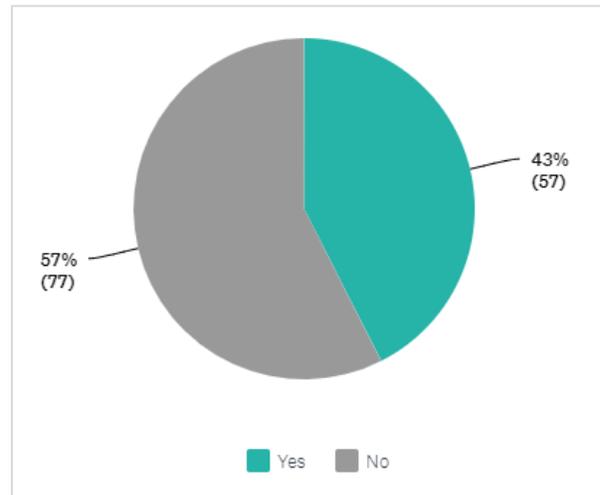
Additionally, just **49 percent** of these moms' employers have a **lactation/mother's room** to pump in.

This is **federally mandated** for companies with greater than 50 employees. **78 percent** of these moms said their employer has **greater than 50 employees**, meaning they are not meeting the federal requirements for protecting breastfeeding moms in the workplace!

With a large percentage of employers not providing a breastfeeding policy or lactation room for employees to pump in, it comes at no

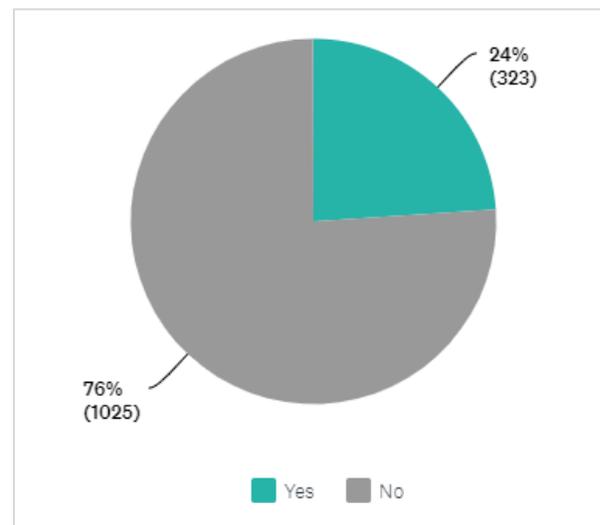
surprise that **43 percent** of the moms surveyed feel they are **less able to complete their work tasks** due to their at-work pumping conditions.

Do you feel you are less able to complete your work tasks due to your at-work pumping conditions?



This negative experience extends beyond the day-to-day with **29 percent** saying they are concerned that pumping at work can **impact their career growth**. And, **24 percent** of moms have **considered a job/career change** due to their need to pump at work!

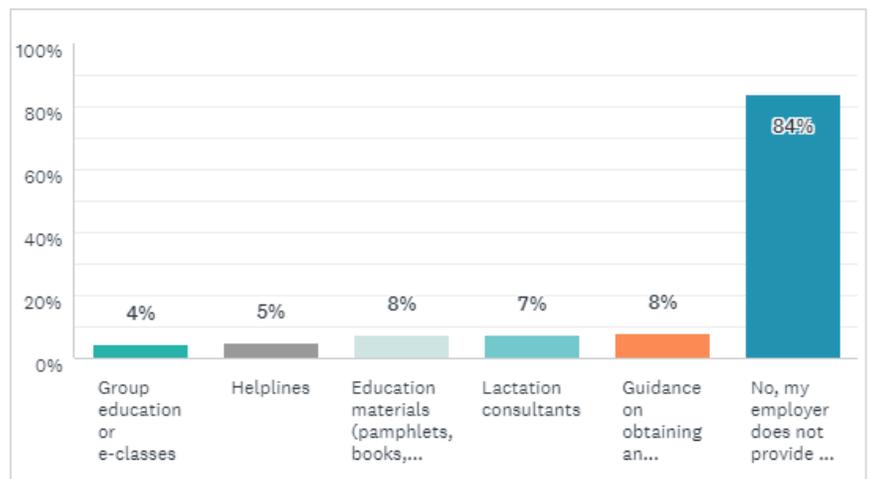
Has the need to pump at work made you consider a job/career change?



Despite the improving breastfeeding laws and employer benefits, much more can be done to support breastfeeding mothers returning to work.

Only 16 percent of the moms surveyed said their employers **provide breastfeeding/pumping education, support, and/or counseling during or after pregnancy**, meaning more employer lactation support programs are needed.

Does your employer provide breastfeeding/pumping education, support, and/or counseling during or after pregnancy?

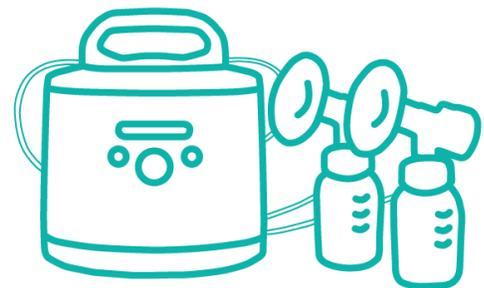


How Employers Can Help

Below are some of the ways companies can support breastfeeding moms returning to work:

- ✓ Access to a 24/7 lactation support helpline
- ✓ Online breastfeeding education courses
- ✓ Milk transport services for pumping moms traveling for business
- ✓ Create a lactation/mother's room for breastfeeding employees to pump in (if none exists)
- ✓ Enhance the look and feel of an existing lactation room
- ✓ Provide a multi-user/hospital-grade breast pump in the lactation room
- ✓ Provide essential breastfeeding supplies like cleaning wipes, milk storage bags, nursing pads, etc., to make pumping easier and more convenient

Acelleron's mission is to increase breastfeeding rates, especially when moms return to work. We do this in two ways: providing a fully covered breast pump through the mother's health insurance plan, as well as making pumping at work easy through our **Pump@Work employer benefit program**. This program is a low-cost lactation room subscription service that removes workplace barriers for breastfeeding moms such as the hassle of lugging breastfeeding equipment, supplies, and milk-boosting snacks back and forth to work.



If you are interested in learning more about what you can do to help your breastfeeding moms return to work, feel free to email us at wellness@acelleron.com or visit pumpatwork.com.