



MILK SHIPPING FINANCIAL ASSISTANCE PROGRAM

Overview

- This benefit is available to eligible employees starting October 1, 2025.
- JM Huber's Progyny Milk Shipping Financial Assistance Program supports lactating employees who need to ship breast milk during work-related travel
- JM Huber will reimburse up to \$500 per calendar year for expenses incurred.
- Progyny's Patient Care Advocates (PCAs) are available to provide guidance on managing the logistics of shipping breast milk and the steps required to apply for reimbursement.

Eligibility

- Actively-At-Work Huber Employees
- Utilizer must be travelling for work

To Apply for Reimbursement:

Your employer offers access to a Milk Shipping Financial Assistance Program for which you can claim reimbursement for eligible expenses up to the established reimbursement limit. You can always speak to your Progyny Patient Care Advocate (PCA) if you have any questions.

1. Contact your PCA at (833) 215-5348 for assistance with the Milk Shipping Reimbursement Program
2. Expenses must be submitted within 3 months after expenses are incurred
3. Your Patient Care Advocate will review the reimbursement policy with you, noting eligible expenses may be submitted for reimbursement as expenses are incurred until your \$500 expense limit per calendar year has been reached
4. Once you are ready to request a reimbursement, submit your expense(s) for reimbursement, using the Progyny Attestation Form.
5. Progyny will review expenses and submit a report to JM Huber's dedicated point-of-contact, including total reimbursable amounts, reimbursement categories, and the member's Employee ID (or similar identifier). The full process is expected to be completed within 90 days, provided all necessary documentation is submitted.
6. Progyny will issue you a check for your reimbursable expenses that will be delivered via USPS.



Eligible Expenses

- Packaging Supplies
 - Insulated containers necessary to keep the breast milk cold during transit
 - Gel packs/dry ice required to maintain the temperature of the breast milk
 - Breast milk storage bags for sterile transport
- Shipping Fees
 - Costs associated with shipping breast milk via standard carriers (e.g., FedEx, UPS, etc.). This includes express or overnight delivery charges
 - Optional insurance for the shipment to cover loss or damage during transit
 - International shipping is permitted, if necessary, to ensure milk delivery to the infant
- Breast Milk Shipping Service
 - Fees for utilizing specialized breast milk shipping services and bundles (e.g., FedEx Milk Shipping)

Exclusions

- Employee dependents are not eligible for this program
- Expenses related to personal or any other non-work-related travel
- Expenses related to the purchase, rental, or supplies for breast pump
- Expenses related to shipping anything other than breast milk
- Expenses allowed as a credit or deduction under any other federal income tax rule
- Expenses already paid for or reimbursed by another employer, benefit, program, or party
- Expenses not paid in US dollars

Tax Liability

While your employer offers a milk shipping reimbursement, it may be considered a taxable benefit. Contact your PCA to learn more about tax treatment. You should also contact a trusted tax advisor for more information regarding the tax treatment of reimbursements under this benefit.