



Adoption Benefits

Make adoption affordable

Adoption Benefits

Adoption Benefits help employees build their families and ensure that children find caring homes. Over 135,000 children are adopted in the US each year, and the costs of a single adoption can exceed \$40,000. Adoption Benefits are non-taxable for both employers and employees, and they can help offset adoption-related expenses such as adoption agency fees, legal fees, maternity fees for the birth mother, and other related expenses. Adding an Adoption Benefit increases your recruiting competitive edge and helps retain your employees.

How it works

- Employees work directly with their local adoption agencies and/or child welfare agencies to begin the adoption process.
- Adoption costs can be reimbursed by employers on a pre-tax basis up to \$14,400 annually
- An adopted child must be under the age of 18 on the date of adoption
- Reimbursement requests must be made within 180 days of the adoption
- Employees on paid/unpaid leave remain eligible for this benefit, allowing time to bond with a newly adopted child.

Key Benefits

- Make adoption more affordable for employees
- Create an adoption-friendly culture within the workplace
- Low cost, high impact benefit
- Increase employee loyalty & goodwill
- Extends maternity benefits to adoptive parents



6 in 10 Americans have a personal experience with adoption.

Navia Adoption Benefits solutions

Create Better Lives

Navia is committed to creating better lives and with our **Adoption Benefit solution - you can, too.** Adoption benefits promote lasting goodwill between employers and employees by helping build families. Adoption benefits provide good homes for children, give employees time to bond with their children, and makes adoption affordable. Adoption benefits make a lasting impact on your employees, children in need, and your community.

Improve Brand Image

Gain a competitive edge in recruitment and enhance your image. By offering an Adoption Benefits plan to your benefit package, you enhance your organization's family-friendly image by showing you supports both biological and adoptive parents. This also gives you a competitive edge when recruiting top talent. Put your company among the best places to work in America by offering the Navia Adoption Benefit.

Connect with us today

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navia health

- Health FSA
- HSA
- COBRA
- MEC
- HRA
- Direct billing
- Telemedicine

navia life

- Daycare FSA
- Fitness
- GoNavia
- Adoption

navia compliance

- 5500
- NDT
- POP
- DOL IRS
- ACA reporting
- ERISA