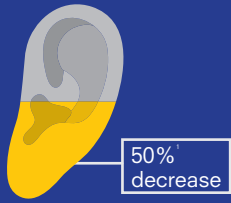


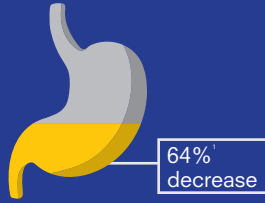
# The Business Value of Supporting Breastfeeding Employees

## Breast Milk Reduces Risks of 3 Most Common Childhood Conditions in the First Year of Life

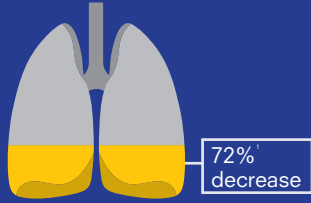
### Ear Infections (Otitis Media)



### Gastroenteritis



### Respiratory Infections

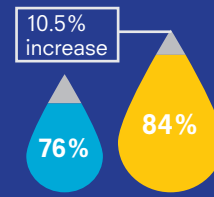


## Policies supporting breastfeeding make a difference

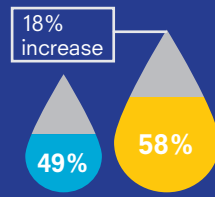
### Babies receiving breast milk



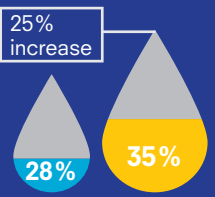
### Start lives breastfeeding



### Breastfeeding at least 6 mos



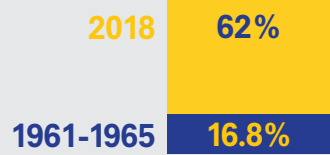
### Breastfeeding at least 1 yr



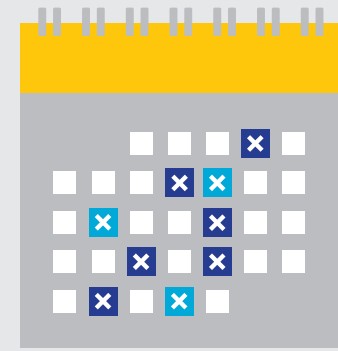
## More moms go back to work today than any other time in history<sup>2</sup>



62% of mothers with children under the age of 3 participate in the labor force<sup>2</sup>



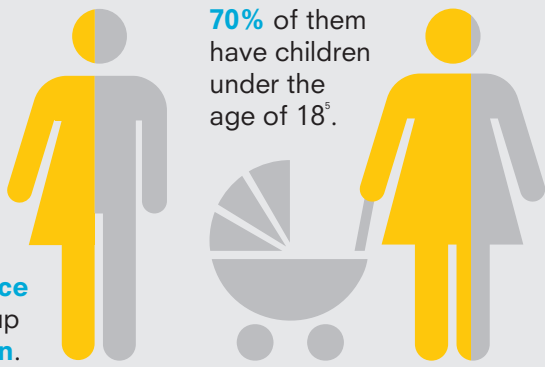
Only 51% of employers have a worksite lactation space/mother's room<sup>3</sup>.



One Day Absences Twice as Often for **Formula-Fed** compared with **Breast Milk Fed** Babies<sup>4</sup>

## Women are making an impact

47% of labor force is made up of women.



70% of them have children under the age of 18<sup>5</sup>.

Companies that make **gender diversity** a top priority:



25% more likely to have **above average financial returns**<sup>6</sup>.

Up to 25% greater profits and share performance, when women are well-represented in leadership roles<sup>6</sup>.

## Breastfeeding Support: Negligible Impact on Premiums

The cost of breastfeeding supplies are 14¢ per \$500 typical commercial insurance premium

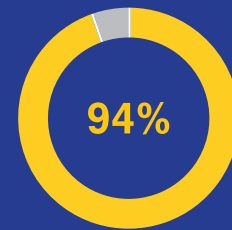


## Breastfeeding Lowers Medical Expenses

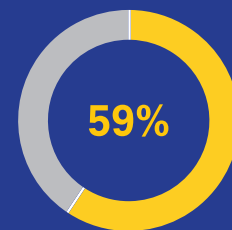


\$17.2B would be saved annually in the U.S. if 90% of mothers breastfed to 6 months (the AAP recommendation)<sup>8</sup>

## Breastfeeding Support Increases Employee Retention



94% retention rate among employers providing lactation support<sup>9</sup>



59% national average at the time of the study<sup>9</sup>

For more information about breastfeeding and education resources, please visit [medela.us/breastfeeding](https://medela.us/breastfeeding).

<sup>1</sup>Bureau of Labor Statistics, 2020

<sup>2</sup>Bureau of Labor Statistics, Women in the Labor Force Databook, Dec. 2019 <https://www.bls.gov/opub/reports/womens-databook/2019/home.htm>

<sup>3</sup>SHRM Employee Benefits Survey, 2019, <https://shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Pages/Benefits19.aspx>

<sup>4</sup>Comparison of maternal absenteeism and infant illness rates among breast-feeding and formula-feeding women in two corporations.<sup>4</sup> American Journal of Health Promotion 10.2 (1995): 148-153.)

<sup>5</sup>U.S. Department of Labor, 12 Stats About Working Women, (March 2017)

<sup>6</sup>Sundiatu Dixon-Fyle, Kevin Dolan, Vivian Hunt, and Sara Prince, "Diversity wins: How inclusion matters," May 19, 2020.

<sup>7</sup>Henry D, Pantely S, and Philip S. Milliman Client Report. Impacts of Breastfeeding Support, Supplies, and Counseling on Health Insurance Premiums and Costs, Version 2. June 8, 2017.

<sup>8</sup>Maternal and pediatric health outcomes and costs. <https://onlinelibrary.wiley.com/doi/full/10.1111/mcn.12336>

<sup>9</sup>Slavit W, editor. Investing in Workplace Breastfeeding Programs and Policies: An Employer's Toolkit. Washington, DC: Center for Prevention and Health Services, National Business Group on Health; 20096

Based on the study performed by Milliman, Inc.

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