

Nomination: 7591

Progyny

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Progyny
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Progyny
Category A01 - A31 Employer of the Year > A21 - Employer of the Year - Insurance
Employer of the Year Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required <p>Progyny offers health benefits that create access to transformative support and care. Presently, the company provides employer-sponsored benefit solutions covering a wide spectrum of health needs, including preconception, fertility (including male fertility), family building, pregnancy, postpartum, and menopause.</p> <p>Since its inception, Progyny has rapidly expanded its range of services, supporting hundreds of thousands of individuals on their family building journeys and guiding them through various significant life milestones. Collaborating with over 460 prominent employers spanning 45 diverse industries, the company has achieved a revenue exceeding \$1 billion and established a network of over 1,000 fertility and women's health specialists nationwide.</p> <p>Over the past four years, Progyny has experienced exponential growth, increasing its workforce from 50 to nearly 600 employees. This growth has been accompanied by the implementation of innovative HR policies and the nurturing of a distinctive company culture, setting Progyny apart as a leader in the industry.</p>

b. Outline the organization's employee-relations achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Over the past year, Progyny expanded its comprehensive suite of paid family and parental leave benefits to include Neonatal Intensive Care Unit (NICU) leave. This addition underscores Progyny's commitment to acknowledging and proactively addressing the unique challenges faced by parents with infants in intensive care. By offering this specialized leave, Progyny ensures that these parents receive crucial support during what can be an emotionally taxing and uncertain period.

Additionally, the company introduced a mentorship program designed to empower employees across all levels of the organization. This program facilitates personalized one-on-one mentorship pairings, allowing mentors to provide tailored guidance and foster mutual learning for professional development. Whether it's enhancing technical skills, honing leadership capabilities, or navigating complex workplace dynamics, mentors offer invaluable expertise and insights to support mentees throughout their career journeys.

Furthermore, in 2024, Progyny launched a Menopause Employee Resource Group (ERG), recognizing the increasing significance of menopause in both the industry and the workplace.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Many DE&I efforts, benefits, and HR policies are often designed as one-size-fits-all solutions. However, this approach can lead to low benefit utilization or necessitate extensive education on how to effectively utilize available benefits.

Progyny, as a provider of fertility, family building, and women's health benefits, aims to lead with inclusivity by example. Rather than adhering to a uniform approach, the company tailors its leave policies to accommodate employees navigating diverse family journeys. Furthermore, through internal initiatives aimed at fostering career growth across all demographics, Progyny actively cultivates an inclusive workplace environment. Here, every individual is not only valued and respected but also empowered to contribute their unique perspectives.

Progyny's commitment to employee well-being is unwavering. The company offers compassionate and practical assistance tailored to individual needs, fostering a culture of empathy and solidarity within the organization.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

HR Brew: Paid parental leave is increasingly seen as essential for companies aiming to attract and retain employees with families. However, even when offered, some employees hesitate to utilize it fully. A recent survey by Remote, a distributed work company, found that 15% of employees chose not to take the full amount of parental leave offered to them, with 10% of women taking less than half of their maternity leave. Cassandra Pratt, Progyny's CHRO, underscores the significance of promoting employees while on leave to ensure their career progression remains uninterrupted.

HRE: Progyny's CHRO, Cassandra Pratt, outlines effective benefits and cultural strategies to maintain a diverse female workforce.

EBN: Cynthia McEwen, Progyny's Head of DE&I, emphasizes the role of Employee Resource Groups (ERGs) in enhancing the organization's presence.

Webpage Link

<https://www.hr-brew.com/stories/2024/02/21/progyny-promotes-staff-parental-leave> (<https://www.hr-brew.com/stories/2024/02/21/progyny-promotes-staff-parental-leave>)

Would you like to add an additional webpage link?

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Webpage Link 2

<https://hrexecutive.com/women-have-returned-to-the-workforce-now-how-to-keep-them/>
(<https://hrexecutive.com/women-have-returned-to-the-workforce-now-how-to-keep-them/>)

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Webpage Link 3

<https://www.benefitnews.com/news/people-leader-at-progyny-shares-how-to-continue-supporting-ergs>
(<https://www.benefitnews.com/news/people-leader-at-progyny-shares-how-to-continue-supporting-ergs>)

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No

Supporting Document

No File Uploaded

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No

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