

# Fourth Tri

PILOT PROGRAM · JAN 2027

Parental leave + return-to-work coordination as an employee benefit

## HR is absorbing a problem it was never staffed to handle.

Multi-state leave compliance, return-to-work planning, manager alignment, postpartum employee support — all of it lands on HR, per employee, every time. Fourth Tri takes it off your plate.

**\$50K+**

average cost to replace one mid-level employee

**65%**

of women would consider leaving for better postpartum benefits

**0**

IT integrations required to get started

### THE RETURN-TO-WORK PROCESS — STRUCTURED, NOT SCRAMBLED

PRE-LEAVE

#### State rights mapping + leave planning

We meet with the employee during pregnancy, map her state-specific entitlements, and document her intended timeline — before anyone has to figure it out under pressure.

DURING LEAVE

#### Check-ins + return-date tracking

We stay connected with the employee, confirm her return timeline, and give HR a heads-up when her date is set — so you're never blindsided two weeks before she comes back.

#### Manager alignment + structured ramp-back

## RETURN

We work with the manager and HR to build a documented plan: phased schedule, adjusted workload, hours expectations. Set before day one — not improvised after.

## WHAT'S INCLUDED — SUPPORTING THE TRANSITION BACK TO WORK

### Multi-state leave compliance

We map each employee's state-specific entitlements — CA, GA, NC, wherever — so HR isn't navigating leave law blind per person, every time.

### Manager + HR return-to-work plan

Documented phased schedule, workload ramp, and hours expectations. Built before she returns — not figured out after the fact.

### Postpartum care coordination

Vetted specialists — pelvic floor PTs, lactation consultants, doulas, therapists — booked and delivered so employees come back physically and mentally ready.

### Monthly HR reporting

Utilization rates, satisfaction scores, return-to-work status, cost per employee — the metrics you need to justify this to leadership, delivered monthly.

## PRICING — TWO TIERS, BOTH SOLVE THE PROBLEM

### TIER 1 — COORDINATION

#### Return-to-Work

**\$1,500–\$2,500/mo**

Flat monthly fee · no per-employee costs

- Pre-leave employee meeting + state rights mapping
- During-leave check-ins + return-date tracking
- Manager + HR return-to-work plan
- Workload ramp + hours expectation alignment
- Monthly HR summary + utilization report

### TIER 2 — FULL PROGRAM

#### Coordination + Care

**\$2,500–\$3,500/mo**

Flat monthly fee + employee care stipend

- Everything in Return-to-Work
- Full postpartum provider network access
- Managed employee care stipend
- Provider credentialing + background checks
- Booking, billing + care coordination
- Employee satisfaction scores + full reporting