

Email to HR for Menopause Benefits:

SL: Benefits and Support for Menopause

PRE: Benefits and Support for Menopause

Hi [First Name],

In the [Number] years I have been at [Company Name], I've been impressed by the extraordinary dedication the organization has to leadership and growth—both as a company and in the health and well-being of myself and employees (and family members) across the organization.

In that spirit, I'd like to connect with you about information I've gained through a personal journey—perimenopause and menopause—that could present an opportunity for [Company Name] to make even more meaningful difference in health, well-being, and productivity across the company.

Did you know that: 20-25% of the global workforce is made up of women who are at the age of menopause (typically between 45-55 years-old)? And of that group, **one-in-four has severe symptoms that significantly affect their daily activities, including work?**

That means that statistically speaking, every 10th employee at [Company Name] is struggling due to moderate or severe menopause-related issues.

In researching to ease my own journey through aging, I came across other compelling statistics that highlight the need for a more robust discussion:

- **Symptoms affect work:** Surveys found that around 65% of women felt their day-to-day work was negatively affected by menopause.¹
- **Stigma and silence:** Two-thirds of women report feeling uncomfortable discussing their symptoms with their employer or colleagues, and one-third actively hide their symptoms at work.²
- **Career impact:** Due to untreated and/or severe symptoms, some women feel the need to reduce their hours, step down from leadership roles, or leave the workforce entirely. In fact, 1 in 5 women consider leaving work due to menopause.⁴

As common and significant an issue menopause is on personal and organizational health and productivity, knowledge and support—organizational and social—are scarce.

On a personal level, I would be thrilled to share more information and chat about this more. If you're interested in learning more broadly about the challenges of, and available solutions for, menopause (and andropause), WIN is a great resource. Their experts can share how to set up robust clinical and social resources in a cost-effective way.

I firmly believe this type of effort would positively impact employee well-being, productivity, and retention—all of which contribute to [Company Name]'s mission and success.

Warmly,
[Name]

