



The Unstoppable Workforce

How menopause care unlocks next-level performance from women at work

MidiHealth |



Women—they get the job done.
Now imagine: What more could
they contribute if they actually felt
their best?

Women in midlife are difference-makers in any organization. They have the work and life experience to innovate and problem-solve, the institutional knowledge to lead and increase efficiency, and so much more.

They're delivering—effectively, skillfully, gracefully even. But many are quietly struggling, feeling like they could level up their performance if they had the support they need, particularly when it comes to untreated symptoms of perimenopause and menopause.

Helping women navigate these stages isn't just a nice thing to do—it's an economic and business imperative.

Hormonal decline can quietly erode focus, drain energy, sap motivation, and touch nearly every corner of a woman's life. Research indicates that untreated menopause symptoms can affect women's ability to live up to their full potential at work or drive them out of the workforce entirely (a reality that costs the economy \$26 billion per year).¹

The impact, already eye-popping, is poised to explode in the next few years as workforce demographic trends shift:

- ✦ Millennials, the largest generation in the workforce today, are already in or approaching perimenopause—the years-long transition period before menopause that's often marked by the most severe symptoms.²
- ✦ On average, U.S. women reach menopause (when periods stop for good) at age 51; every Gen X-er will be over age 50 by 2030.
- ✦ Women ages 55 and over are the fastest growing workforce demographic.³

By 2050, the GDP contribution of U.S. women ages 50 and over is expected to double.⁴ That is, of course, if those women are able to stay in their jobs while facing the headwinds of midlife hormonal change.

This report measures that potential, taking the wonder out of “what if” to show the individual and business impact of menopause care.



Welcome From Joanna Strober

Co-Founder and CEO, Midi Health

I started Midi Health, a virtual women's midlife care clinic, because I watched friends' lives get derailed by sleep disruptions, brain fog, and other symptoms of menopause. I experienced it myself. Despite ambition and dedication, we were downsizing our careers because we felt worn out and held back.

Midi patients—a quarter of a million women and counting—share similar stories when they first come to us.

Many say they get their jobs done but struggle. They describe having hot flashes during shifts or blanking in meetings. They mention declining promotions or being so exhausted they consider quitting. Too many days, they note, are at the mercy of their symptoms.

Patients also almost universally talk about leaving healthcare visit after visit without answers, without relief, and often with the troubling sense of being dismissed or gaslit.

But there is an astounding transformation that occurs after receiving our expert, personalized menopause care.

Of course, we track clinical outcomes. We're proud that 91% of our patients feel better within 60 days.⁵ **But we wanted data on how much their work lives improve with comprehensive menopause symptom treatment, too.**

I'm thrilled to share this report, which highlights the results of our Midi patient survey conducted in partnership with workforce strategy firm The Fifth Trimester.

It offers an in-depth look at the on-the-job challenges respondents faced before they came to Midi. More importantly, and for the first time, it quantifies the liftoff women can achieve at work when their healthcare needs are heard and met.

If you're an employer or benefits leader, I hope the key findings are both informative and motivating. And if you're a woman experiencing the impact of hormonal change, I hope this report inspires you to get the care you need.

Finally, thank you to the hundreds of women who took our survey and the incredible patients who share their stories in these pages. Your contributions have helped us showcase the work-life-changing power of menopause care.

A handwritten signature in black ink, appearing to read 'Joanna Strober'.

In This Report

Symptom Improvement Overview

5

See the difference Midi care made in the top menopause symptoms experienced by survey respondents.

Key Finding 1: Women in midlife are performing at a high level, despite major health challenges.

6

Before treatment, 93% of women reported meeting job requirements despite experiencing symptoms—but most said it came at a great cost.

Key Finding 2: The right care helps propel women at a make-or-break moment in their careers.

10

Our survey shows that women are 4x more likely to exceed their job requirements post-treatment.

Key Finding 3: Menopause care is a catalyst for healthy behaviors.

15

Treatment inspired 86% of women to improve their health habits and engagement—a benefit to them and to employers managing health risks and costs.

Key Finding 4: Menopause care can improve retention and help build stronger teams.

20

Since receiving care, respondents said they are 74% less likely to consider quitting or reducing their hours.

Recommendations

25

Learn key action steps for working women and their employers.

About Midi Health and The Fifth Trimester

26

Patient Survey Methodology

26

Sources

27

Please note that throughout this report, the term “work” refers specifically to women's employment.

“Menopause” represents the entire menopausal transition, including perimenopause, which can last 10+ years.

Midi treatment leads to significant improvements in common menopause symptoms.

Symptoms	Surveyed women affected	% who improved with Midi care
Disrupted sleep #1 Most work-disruptive symptom	9 in 10	89%
Brain fog #2 Most work-disruptive symptom	9 in 10	82%
Just feeling “off” #3 Most work-disruptive symptom	9 in 10	85%
Anxiety/depression	8 in 10	82%
Hot flashes	8 in 10	94%
Joint pain	7 in 10	73%
Headaches	5 in 10	72%

Midi’s approach to care changes lives.

Women don’t just need support during perimenopause and menopause—they need expert clinical care for related symptoms and risks that can upend their health and well-being. That is hard to find. In fact, 75% of women who seek care don’t get it,⁶ largely due to a widespread lack of training among healthcare practitioners.⁷

Midi clinicians specialize in women’s midlife care. They meet with patients via virtual visits and create customized Care Plans to help them manage the effects of menopause and perimenopause.

Our robust clinical protocols, created by world-renowned and multidisciplinary experts, guide a holistic approach rooted in the latest science. And we prioritize empathetic care and shared decision-making, helping women feel both heard and confident in their path forward.

87%

Surveyed women who noted improvements within just three virtual Midi visits

Key Finding 1

Women in midlife are performing at a high level, despite major health challenges.

Women deliver on the job, but they do so while battling crushing fatigue, dealing with concentration issues, and navigating other disruptive (and often invisible) symptoms—sometimes all day, every day.

Before treatment, even while experiencing symptoms, an impressive **93%** of respondents said that they were able to meet their job requirements. However, more than **70%** said they did so only with lots of extra effort.

In fact, thinking back on how they felt while working before treatment, **74%** of respondents reported that they “often or always” felt unwell.

“Nobody at work knew I was dealing with it, because I was still coming in and performing every day,” says LaTisha, age 45, a budget and finance director in Texas who was sleeping only 2 hours per night before she started with Midi. (Read LaTisha’s story on page 19.)

This daily gauntlet takes a toll on women’s careers, relationships, and well-being. And despite having employees who meet performance goals, employers take several hits, too.

We identified the specific risks, highlighting just how much the right care has the potential to help.

“We hear it a lot: Even with symptoms like insomnia and brain fog, women are capable and responsible at their jobs. But their quality of life suffers, and some scale back at work—or quit altogether—just to survive.”

Kathleen Jordan, MD
Chief Medical Officer, Midi Health

Unmanaged symptoms come with serious financial implications.

Before getting menopause care:

- ✦ **93% of surveyed Midi patients experienced disrupted sleep.**
Research has shown that sleep deprivation costs an estimated \$1,967 in productivity loss and health expenses per employee annually,⁸ adding up to \$136.4 billion in losses to U.S. companies per year.⁹
- ✦ **92% reported brain fog, memory, and concentration issues.**
Loss of focus among non-manual-labor workers alone costs the U.S. economy \$468 billion per year—\$37,000 per year for managers and \$21,000 for other employees.¹⁰
- ✦ **79% said that they had anxiety and/or depression.**
Depression and anxiety have been found to cost \$1 trillion per year in lost productivity worldwide.¹¹

\$1,169

Value of lost productivity per respondent based on average number of workday doctors' visits before finding Midi¹²

Chasing symptom relief takes up precious work time and energy.

On average, survey respondents had four doctor's appointments before finding Midi.

The time that women step away from work to receive care is estimated to cost \$1,169 in lost productivity per person, per year¹² (never mind added healthcare costs). And, too often, these women still don't receive the help they need.¹³

Krista, age 52, an insurance user researcher in New York who was experiencing terrible brain fog, had eight appointments in a 2-month period. "I always made up the hours of work I'd missed, but that took time from my personal life," she says. "It's exhausting to try to fix all of this by yourself. To stay present when working." (Read Krista's story on page 9.)

70%

Surveyed women who said they're able to have their Midi visits outside of paid work hours

Note: Supporting research relates to broader population studies.

Trudging Through Mud

One reason the impact of menopause symptoms at work can be hard to spot is that the majority of women are still doing what's required of them.

But take a look at their self-reporting of their work performance below. Menopause care leads to a dramatic shift in the amount of effort it takes to get the job done.

What best describes your work performance?

	Before treatment	After treatment*
<u>Not able</u> to meet all of my job requirements	7%	5%
Able to meet all of my job requirements <u>but only with lots of extra effort</u>	71 %	16%

	Before treatment	After treatment*
Able to meet all of my job requirements comfortably	17 %	60%
Able to exceed my job requirements comfortably	5%	20%

*Percentage totals exceed 100% due to rounding.



Meet Krista

52, New York
Midi patient
Insurance user researcher



BEFORE MIDI CARE

- ✦ Working through brain fog and migraine episodes
- ✦ Panic attacks on her commute
- ✦ Worried she'd have to quit

AFTER MIDI CARE

- ✦ More confident among younger peers
- ✦ Finds solutions that save her employer money
- ✦ Plans to max out her working years

“I can find my words again!”

I had probably eight healthcare appointments in a 2-month period, trying to figure out what was causing my brain fog: First, with my nurse practitioner. Then, a primary care doctor. A neurologist. Another nurse. A rheumatologist. Endocrinologist. Gynecologist. Back to the neurologist, who told me, “Brain fog? You don’t need to worry about that until you forget your kids’ names or leave your keys in the refrigerator.” In my job, that would definitely be too late.

I work in insurance. My job involves a lot of picking up on nuances, getting people to articulate their needs, and then convincing stakeholders to find solutions. But simple communication became so, so hard.

It’s not in my nature to call in sick. **I would get a 3-day-long migraine and not say anything to anyone about it. My dad would drive me to the train station to go to work, and my anxiety was so bad that I would have to close my eyes and not look at the road.**

Making this more complicated, I’m Gen X, and almost everyone else at work is in their 20s and 30s. You just listen to how quick they are in meetings and go, “Wow!” I started comparing myself, which really knocked down my confidence and made my brain fog worse. I began using notes and scripts to speak from. I started googling Alzheimer’s and dementia symptoms.

My sister-in-law was prescribed hormone replacement therapy (HRT). So, I started going down the internet rabbit hole, wondering if I should be on it, too, and found Midi. Two days later, I had an appointment. And finally...I found relief.

I’m no longer grasping for words. I can speak confidently and eloquently. I’m able to see my value and strength as someone with years of institutional knowledge, relationship skills, and the ability to read a room. And unlike some of my younger colleagues, I hope to stay here at my company for the rest of my career, another 10 years. I just wish I had found what I needed for my health sooner.

Key Finding 2

The right care helps propel women at a make-or-break moment in their careers.

By midlife, many working women have amassed valuable experience, mastering skills like mentoring, negotiating, innovating—the list goes on. Yet, on average, they hit their peak career earnings by age 44.¹⁴ That's a decade earlier than men.

The 10 years of lost wages and opportunities due to challenges managing menopause symptoms, a lack of related support at work, and stigma even has a name: the Menopause Penalty.

We found that treatment helps women stay in the game and ramp up their contributions at a time when it feels like nature—and even society—is working against them.

“Now when ideas come up, it feels like I can say yes, instead of an automatic no.”

Brooke, Midi Patient
(Read her story on page 13.)

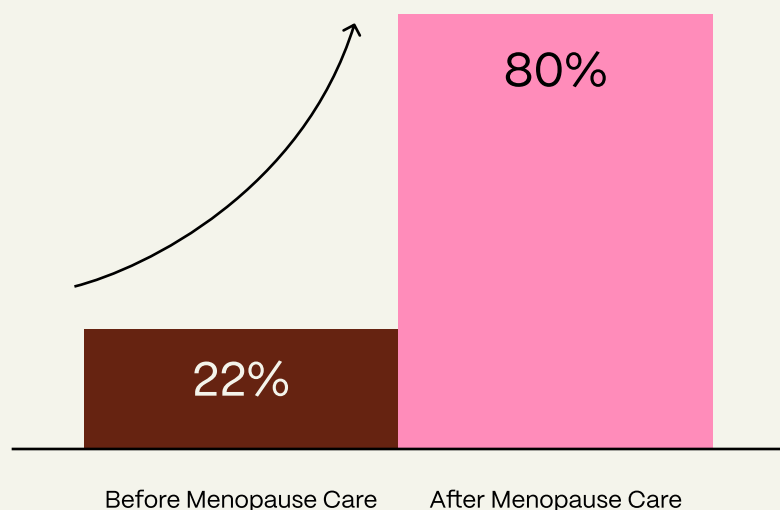
An impressive 86% of respondents who received Midi care reported that it positively affected their work performance:

- ✦ 70% said that they are now more productive and efficient.
- ✦ 47% said that they more consistently deliver high-quality, error-free work.
- ✦ 25% said that they are more likely to hit their deadlines on time or earlier.
- ✦ 17% said that they run more on time.

“A lot of women in my work step back into less physical gigs as they get older. Now, not only can I keep doing this, I can take on even harder work.”

Asha, Midi Patient
(Read her story on page 14.)

Women who comfortably met or exceeded their job requirements



“Going through this journey gave me the capacity to confidently communicate my aspirations to my superintendent. I explained that my ultimate goal is to be a chief financial officer and laid out the professional development path in front of me. He said yes to all of it.”

LaTisha, Midi Patient
(Read her story on page 19.)

In fact, since being treated by Midi, surveyed women said they are now:

Ready to spend more time at their jobs

- ✦ **20%** said that they are more likely to work extra hours (even when it's not expected).
- ✦ For those with hybrid jobs, treatment increased their likelihood of working on site above and beyond mandated hours by **23%**.

1 in 5

Women who feel more able to increase their work hours

Better at navigating change

Research shows that most employees say they experienced more change at work in 2024 than they did the year before,¹⁵ and managers report that resistance to change is a top concern.¹⁶

46%

Women who feel they're more adaptable at work

Menopause care helps women confidently roll with the ever-shifting tide:

- ✦ **46%** of respondents said they feel more adaptable and flexible since receiving menopause care.
- ✦ **36%** said that they take more initiative to improve processes and solve problems.

Taking on new challenges

- ✦ **30%** said that they are more innovative and/or propose more ideas.
- ✦ **17%** said that they have more drive for networking or business development.
- ✦ **16%** said that they now volunteer to lead or be a part of new projects.



Meet Brooke

48, California
Midi patient
Business owner, consultant,
and clinical researcher

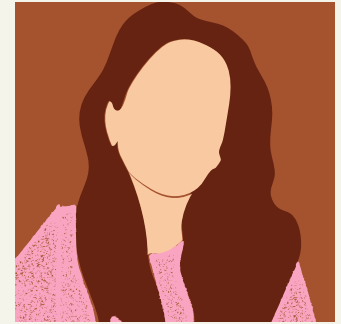


Photo not published at patient's request

BEFORE MIDI CARE

- ✦ Anxiety and loss of confidence as a leader
- ✦ Dramatic weight gain and inflammation
- ✦ Worried she had “one of those mystery illnesses with no cure”

AFTER MIDI CARE

- ✦ Business has grown—both revenue and staff
- ✦ Self-assured in meetings, including all-male rooms
- ✦ Energized and motivated, personally and professionally

“I looked in the mirror, and said, ‘Yes, there she is!’”

My daughter’s graduation launched both of us: She went off to college, and I finally started the business I’d dreamed of while raising her and getting my PhD. I founded the mental health corporation that I run today, where I oversee research and a staff of therapists.

Soon after, I started having mysterious symptoms: anxiety, weight gain, high stress, low energy. **My business was in growth mode. But in the background, I was physically falling apart.**

I’d been the same size since adolescence but suddenly gained a lot of weight and felt so inflamed; my eyes looked almost swollen shut. I used a nutrition app and counted calories. When nothing worked, my doctor ran tests (results were normal) and chalked it all up to aging. But I was freaked out. It felt like I had one of those mystery chronic illnesses with no cure.

Meanwhile, work had new bumps. I made scheduling errors; at least those were fixable. Much more importantly, I started feeling insecure in my leadership skills with my staff. I’m usually pragmatic, but I’d ruminate after meetings, questioning my words and self-image. My confidence had plummeted. It was all so unlike me.

Then I remembered: Years earlier, I’d had a client in her 60s who told me that “when the time comes,” I should consider bioidentical HRT. I was unrecognizable to myself and realized it was that time. I searched online and found Midi.

By then I had insomnia, panic in the night, erratic moods, all of it. “This can’t be the rest of my life,” I told my clinician in our first meeting. “I think we can treat all of it,” she replied. Soon after starting the estrogen patch, I looked in the mirror and was like, yes, *there she is*. The inflammation relief seemed almost instant.

A few months after I started treatment, **I was hiring more strategically: the right people for the right roles. I managed people more effectively and made our team stronger.** I now have confidence that makes a huge difference in how I feel my voice is heard. That shifted everything for me.

Meet Asha

42, Virginia
Midi patient
Stunt double and sex therapist



BEFORE MIDI CARE

- ✦ Had to nap daily
- ✦ Lost muscle mass
- ✦ Unfocused at her desk job

AFTER MIDI CARE

- ✦ Planning for a long future in her career
- ✦ Stronger than ever
- ✦ More patient with her kids and herself

“I reclaimed my strength and got my biggest gig yet.”

I love being high-energy and strong in my body. That’s probably why I have two simultaneous, demanding careers—a trauma and sex psychotherapist and a professional stunt double.

I’ve always been someone who works out a lot. Aerial circus classes, belly dancing, martial arts, weights at the gym. After having my son at 36, **I felt unusually exhausted, something I first attributed to the sleepless nights of motherhood. But this was nap-every-day-at-work tired—for years.** I was also cranky and less interested in sex. And then I started noticing my body changing, particularly around my midsection. My workouts just weren’t effective anymore.

You have to stay incredibly fit to be a stunt double. Typically, I work out 10 hours a week just to maintain the ability to do this job. I have to be a certain size *and* carry a certain amount of muscle if I want to double people. So, to compensate, I just kept increasing my gym time. My doctor also put me on antidepressants. The meds made me so dizzy that I couldn’t safely do the aerial workouts that I loved.

In the meantime, I was doing some research for a therapy client who was going through menopause, and I found Midi. It was then I realized that I wasn’t experiencing postpartum—it was perimenopause. I decided to try Midi for myself, too.

Within 2 months of starting treatment with hormones, I could see my body changing. The composition was different. Things shifted. The pooch on my stomach slimmed out. My lats and biceps came back even bigger than before, matching the level of work I was putting in.

Thanks to my renewed strength, I recently got a great role and traveled to New York for a Spike Lee film, which was awesome. While on set, I met another stunt woman who was older than me and swore by HRT, too. **Instead of worrying about “aging out,” now I’m ambitious for what’s to come. My body is up for the challenge.**

Key Finding 3

Menopause care is a catalyst for healthy behaviors.

A Business Group on Health survey found that corporate well-being program managers' two biggest objectives in 2025 were reducing health risks and managing healthcare costs.¹⁷ Comprehensive menopause care supports both.

As **86%** of our surveyed Midi patients confirm, treatment positively impacts overall health habits and engagement in preventive healthcare.

"It's helped me see that my health is an investment worth making," says Brooke, age 48, a business owner in California. "I'm more attuned to my body, too; if there's a toothache, I'm going to notice earlier and get care." (Read Brooke's story on page 13.)

Sara, age 45, a community health agency manager in Virginia, says that she now meal-preps weekly, does yoga, and is training for a half-marathon: "All of that would have been way too hard before my symptoms were under control." (Read Sara's story on page 24.)

"Health risks increase with age, and hormone changes add additional stressors. For example, women are disproportionately affected by frailty and dementia. Yet, I see so many working women defer care because they don't have the time or energy."

Kathleen Jordan, MD
Chief Medical Officer, Midi

Physical Health Impact

With menopause symptoms managed, women increase their engagement in behaviors that improve their overall health.

“Since receiving care from Midi, I...”

- ✦ **Exercise more regularly: 44%**
Increased activity has been shown to reduce the risk of chronic disease and to save \$1,313 in healthcare costs per employee annually.¹⁸
- ✦ **Make more nutritious food choices: 49%**
Economic modeling has shown that if Americans had a healthier diet, the cost savings would be \$15 billion annually due to reductions in heart disease, cancer, type 2 diabetes, and Alzheimer’s disease.¹⁹
- ✦ **Schedule other preventive care appointments more proactively: 37%**
Broadly speaking, preventive healthcare has been estimated to have a 7x return on investment (ROI).²⁰



DID YOU KNOW?

Declining hormones in midlife can contribute to a woman’s risk of cardiovascular disease, diabetes, stroke, osteoporosis, and a host of other conditions—which can be substantially mitigated by healthy lifestyle choices.²¹

Note: Supporting research relates to broader population studies.



Mental and Behavioral Health Impact

An overwhelming **82%** of our survey respondents who reported anxiety and/or depression noted mood improvement after receiving Midi care. And **89%** noticed reduced sleep disruptions, due, in part, to the fact that **57%** reported being better at prioritizing their sleep. (Hormone regulation helps, too.)

Poor sleep quality impairs cognition²² and has been associated with \$3,400 to \$5,200 in additional healthcare costs per person, per year.²³

Getting adequate rest affects both mood regulation and behavior. This, in turn, contributes to better decision-making.

“Since receiving care from Midi, I...”

- ✦ **Manage stress more effectively: 58%**
- ✦ **Drink less alcohol: 37%**



DID YOU KNOW?

In middle adulthood, men tend to drink the same or less, while women show steady and significant increases in their alcohol consumption.²⁴ Alcohol misuse has been found to cost the U.S. economy \$249 billion annually (about \$2 per drink).²⁵

Note: Supporting research relates to broader population studies.



Social Health Impact

Relieving menopause symptoms appears to unlock healthier relationships and better quality of life.

“Since receiving care from Midi, I have a...”

- ✦ **Better work–life balance: 44%**
- ✦ **Healthier relationship with my partner/spouse: 41%**
- ✦ **Healthier relationship with my family: 40%**
- ✦ **Healthier relationship with my friends: 25%**



DID YOU KNOW?

More than a third of couples who divorce are age 50+. ²⁶
Menopausal changes can strain relationships, as well as shift how women view their partner and marriage.

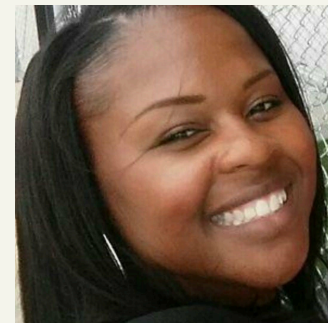


Meet LaTisha

45, Texas

Midi patient

Budget and finance director



BEFORE MIDI CARE

- ✦ Sleeping 2 hours per night
- ✦ Erratic moods
- ✦ Gained 20 pounds in 6 weeks

AFTER MIDI CARE

- ✦ Promoted!
- ✦ Breaking barriers and stigma for other women at work
- ✦ New long-term career goals

“Midi took my needs seriously—so I took my needs seriously.”

A few years ago, my period was 45 days late. When it finally came, it was so heavy that I confided in my secretary so she could manage people looking for me while I went back and forth to the bathroom. Eventually, I felt so weak that I gave her all of my emergency contact information, too, just in case. Two weeks later, it happened all over again.

I went to the doctor, who biopsied me to rule out uterine cancer and then gave me two options: an ablation or a hysterectomy. I wanted to keep my body intact, so I asked, “What’s my third option?” His reply: “Live with it.” So, that’s what I did. And over a span of 6 weeks, I gained 20 pounds in spite of the 7,000 steps a day I walked.

Then my third symptom hit: extreme and sudden rage and anxiety in the mornings. It was terrifying. It got so bad that **I started setting my alarm clock 2 hours earlier to manage my mood—even though I was barely sleeping.**

I’m a single mom and was director of interscholastic league compliance for a university. That meant I supported my children, other people’s children, and adults who often turn *into* children through the sports–recruiting process. I needed to ensure my tone was professional and appropriate, so I would do a meditation app and breathing exercises. I didn’t want to have to listen to ocean sounds to do my job well!

Desperate to find out what was going on, I searched online and found Midi. In my first appointment, they asked what my end goal would be. And I said, “to feel at peace.” My work was getting done, but it required resetting my brain intentionally and forcefully. They said they could help. Then I told them I was adamant about a treatment plan that was as close to natural as possible. For stress, I was prescribed ashwagandha. To regulate my blood sugar, berberine.

I slept like a baby that night. Over time, my gut health improved. Then my mood. I was myself again. There’s been some trial and error, and I do get some minor hot flashes, but I know how to handle them now. **I feel 100% back to normal, back to me.** And I have good news: Going through this journey gave me the capacity to communicate my career aspirations with our superintendent. And I recently got promoted!

Key Finding 4

Menopause care can improve retention and help build stronger teams.

Attracting and keeping a competitive workforce is the number-one strategic priority employers have for their health plan offerings, according to a 2025 Brown & Brown survey.²⁷

Menopause care, our Midi patients say, is an effective solution.

After treatment, the women we surveyed were **74%** less likely to consider quitting or reducing their hours and **65%** less likely to decline a promotion.

Menopause care also has a ripple effect that extends far beyond the women who receive it, impacting teams and even entire companies.

“Relieving menopause symptoms has an immediate, long-term, and positive impact on performance, well-being, and growth potential. It unlocks employees’ full capacity and has a positive effect organization-wide.”

Joanna Strober
Co-Founder and CEO, Midi

Menopause care is a benefit that matters...

Resources for women at earlier life stages have grown over the past decade, with caregiving benefits like paid family leave showing measurable ROI.²⁸

But there's a perceived falloff of assistance for women in midlife, with our survey respondents saying that their workplaces offer nearly **3x** as much support for family planning, and **2x** as much support for parenting kids ages 0 to 18 as they do for menopause. Correcting this imbalance is vital.

When we asked our patients to rate the importance of several benefits if they were looking for a new job, they ranked virtual medical care for menopause above paid family leave, backup child/eldercare, and fertility benefits—and just behind mental health benefits.

...and it comes with a meaningful stamp of approval for employers.

Menopause care is so valuable to women that:

- ✦ **87%** of our survey respondents said they would tell their friends and family if it was offered as an employee benefit.
- ✦ **79%** would tell their colleagues about it.

In addition, it would prompt:

- ✦ **55%** to recommend their employer to others.
- ✦ **40%** to stay at that employer longer.
- ✦ **46%** to more enthusiastically recommend their employer's products/services.

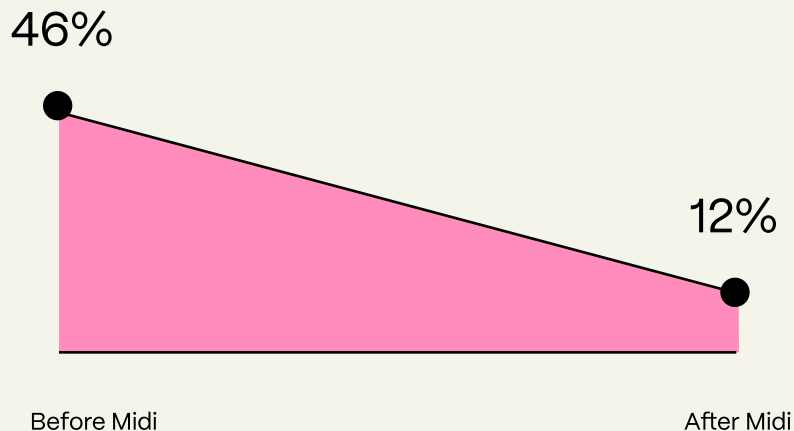
4 in 10

Women who would stay in their jobs longer if their employer offered menopause care

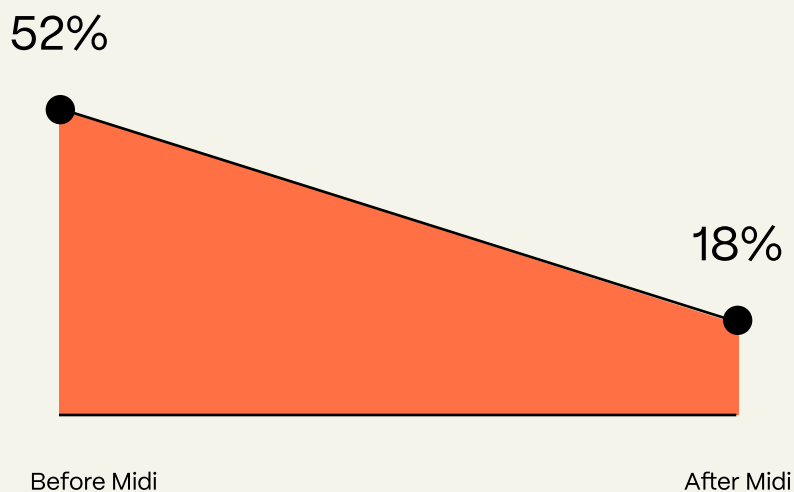


With symptoms managed, women look toward the future (and not for an exit).

“I always/often consider quitting or reducing my hours.”



“I always/often consider not seeking or taking a promotion or added responsibilities.”



When women's symptoms are relieved, the whole company feels it.

Our survey pointed to improvements in three particular areas with proven ties not only to employee retention and engagement, but better overall workforce dynamics.^{27 29 30 31}

Better Peer Communication

Almost **one-third** of women surveyed said that receiving treatment helped them build healthier relationships with their colleagues, and **34%** said they're now more open to giving and receiving constructive feedback.

That new sensitivity pays off, as social connections have been shown to boost organizational performance,³² especially in a multigenerational workforce.

"Before Midi treatment, I did a lot of comparing myself to my younger Millennial colleagues, which knocked my confidence and just made the brain fog worse," says Krista, the insurance manager. "Now, I've been able to embrace their generation's revolutionary mindset and have a new appreciation for them."

30%

said they have more confidence in their leadership skills since starting Midi care.

34%

said they're now more open to giving and receiving constructive feedback.

More Effective Leadership

More than **30%** of surveyed women—the majority of whom hold positions at the manager level or above—said they have more confidence in their leadership skills since starting Midi care. And **25%** said that they are better at mentoring, too.

61%

said that they always or often genuinely like their job now.

The Happiness Contagion

After treatment, **61%** of surveyed women said that they always or often genuinely like their job—nearly **2x** as many as before.

Happy employees are more productive, able to shift their attention away from worry and toward problem-solving.³¹ Research also shows that happiness spreads to the whole team, improving coordination, planning, and implementation.³⁰

Meet Sara

45, Virginia
Midi patient
Division manager for a community
mental health agency



Photo not published by patient's request

BEFORE MIDI CARE

- ✦ Seriously considered leaving a job she loves
- ✦ Little patience for family
- ✦ Uncharacteristic low energy, focus, and motivation

AFTER MIDI CARE

- ✦ Renewed work-life balance
- ✦ Launching a revolutionary new program at work
- ✦ Colleagues tell her she's more inspiring than ever

“I was close to quitting. Now, I’m excited for the road ahead.”

I’m a runner and a mom of six. My life has always been busy, fast, and full. And my work is the same. I have a high-demand, high-stress, high-impact job as a division manager for adult behavior health and recovery services for a community mental health agency, and it’s incredibly important to me.

Performing at a high level is just part of who I am. But for a full year, I was feeling so unlike myself. Low energy. Unable to focus. Anxious. Unable to sleep. Going for a run before work felt like a chore. And after work, when my kids needed me, I had nothing left for them. No one knew how close I was to quitting my job. My husband gently asked me if I was having a midlife crisis.

I remember one day when my director at work said I didn’t seem like myself—like something was up. I said, “I have to tell you, absolutely nothing is wrong. Everything is fine, but I don’t feel like I’m fine.” That’s when I knew I needed help.

I didn’t even know about HRT before Midi, but I felt relief almost immediately once I started—better sleep, fewer hot flashes, just happier. And right from the get-go, I felt super supported. My clinician would check in on my symptoms, responding to my messages and questions quickly, even helping me through a change in my health insurance.

Recently, I got back from a quarterly conference that I actually hadn’t been to in a year. I ran into old colleagues and friends who said, “You seem like Sara from 5 years ago—so happy and yourself again.” Since then, I’ve probably made 12 referrals to Midi. Everyone is asking for my secret.

I’m not just excited about how far I’ve come but also about the road ahead. We have leadership changes coming at work and, instead of anxious, I feel good about it. And I’m currently onboarding a 24/7 peer-to-peer support company for the people my organization serves. It’s not a mandated thing, but an extra project I’m taking on that’s going to make our work even more effective.

All of that would have been too overwhelming to take on a year ago.
But **I have capacity again. And I’m using it!**

Midi and The Fifth Trimester's Recommendations

TO EMPLOYERS

Provide access to the right care for all women.

Like pregnancy, midlife hormonal change is a period that requires specialty care—and it's one that all women go through, sometimes starting as early as their 30s. Make sure benefits cater to women's needs at every phase of life.

Help dismantle the taboo surrounding menopause and work.

Stigma can lead to unfair assumptions that midlife women are less capable. Be their advocate. Recognize strengths and contributions, and educate your team about menopause symptoms—especially less visible ones like fatigue.

Create an environment where women can voice, understand, and address their challenges.

Foster open dialogue by publicly acknowledging that health challenges are a part of life and sharing educational resources. Remind staff how policies regarding sick leave, flexible hours, and more apply to menopause.

Midi is in network with most PPO plans nationwide.

We bill through claims like any other specialty care provider and have no PEPM (yes, really).

Visit joinmidi.com/for-employers or email letstalk@joinmidi.com for more information on offering Midi to your workforce.

TO WORKING WOMEN

Remember that what you're going through is normal and real.

Menopause is still often misunderstood and dismissed. Symptoms are not “all in your head” or signs of weakness. They're indications of a major hormonal shift. Safe, effective treatment can help alleviate them.

Know that expert care makes all the difference.

Most health professionals have little to no training in menopause care. Look for a specialist in women's hormonal health who offers personalized treatment rooted in the latest science.

Advocate for your needs—and remember your worth.

Retaining you and unlocking your full capacity is a great business decision for your employer. Embrace that mindset and ask for the support you need.

Midi is here to help.

Go to joinmidi.com to learn more and book your first visit with one of our expert clinicians.

Midi care is

-  Virtual: Visits are accessible from anywhere
-  Covered by most insurance plans (just pay a copay)
-  Available 7 days a week, with daytime and evening hours

About Midi Health

Midi Health provides expert virtual care focused on helping women navigate perimenopause, menopause, healthy aging, and longevity—covered by insurance and available in all 50 states. With treatment protocols created by world-class medical experts in perimenopause and menopause, delivered by clinicians trained in women’s midlife health, Midi provides patients with personalized Care Plans that may include hormonal and nonhormonal medications, supplements, and lifestyle coaching.

Go to joinmidi.com for more details.

About The Fifth Trimester

The Fifth Trimester helps businesses support the five-generation workforce through life’s transitions—from building a family to managing eldercare—and then measures the economic impact of that support. Founder and CEO Lauren Smith Brody is a best-selling author, speaker, and thought leader who consults across the Fortune 500 and in public policy to advocate for working families and gender equality.

Visit thefifthtrimester.com or email contact@thefifthtrimester.com to learn more.

Press Inquiries

Email midi@jbc-pr.com to get in touch with Midi’s public relations team.

Midi Patient Survey Methodology

An original online survey of Midi patients was conducted in partnership with The Fifth Trimester and fielded from May 2, 2025 to May 13, 2025.

Patients opted in by responding to a call for participants in Midi’s newsletter and outreach emails from Midi’s user experience team. The 46-question survey was answered in full by 266 respondents who had been receiving Midi care for at least 6 months.

Respondents self-reported their experiences, reflecting on their workplace performance before and after treatment.

Our Survey Respondents

48% had reached menopause (when reproductive years officially end), including 17% due to cancer or medical treatment.

52% were in perimenopause (the transition period leading up to menopause).

66% were ages 46 to 55, 17% were 56 to 65, 15% were 36 to 45, and <2% were either 18–35 or 66-plus.

60% identified as caregivers for someone in their family.

90% were currently employed (only those employed were asked about work performance). Of them: 56% were managers or executives. 79% had a desk job, and 21% were on their feet or used their bodies much of the workday.

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