



First-of-its kind leave technology, with expert human support

Cocoon product and capabilities guide

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As an HR consultant, you're probably keenly aware that navigating leave has become increasingly more complex every year. Traditional leave solutions are stuck in manual eligibility determinations, payroll calculations, and games of telephone. We envision a world where managing leave is simple for People teams, where all employees are aware of their options and can easily access the time and pay available to them.

Cocoon uses first-of-its-kind technology to simplify leave management for People teams to save them time, mitigate risk, and reduce stress for employees during life's pivotal moments. We're here to help you build your expertise around leave and leave management so you can differentiate from competitors while solving an important client need.

Cocoon has very strong adoption among HR, Benefits, & People Operations teams at forward-thinking employers who believe in the power of cutting-edge technology and like to be early adopters. We hope this toolkit empowers you and your team as you address your client's leave management needs. If your organization offers an internal knowledge base or central hub, please upload this toolkit and distribute it to any internal teams that would find it useful.

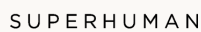
In this guide you'll find:

- A cheat sheet for identifying which clients are a great fit for Cocoon
- A detailed product capabilities guide with links to interactive demos you can share with clients
- More info on Cocoon's pricing, support model, and implementation process
- Some of Cocoon's most popular free resources to support your clients when building or updating their leave program

On behalf of the team at Cocoon, I'm looking forward to supporting you and building a thriving partnership!

- Hannah Schott, Partnerships @ Cocoon

Trusted by 100s of forward-thinking employers



Get a demo or set up a team lunch & learn

1. Send an email to partnerships@cocoon.com
2. Share relevant details about your team, dates/times that might work, etc
3. Hannah will be in touch!

Refer a client to Cocoon

1. Send an email to partnerships@cocoon.com that includes
 - Client name
 - Industry
 - # of US EEs
 - Desired launch date
2. Hannah will reply within 1 business day with next steps!

How to identify best-fit clients for Cocoon

Cocoon is committed to transparency around our product capabilities to make sure we're the best possible fit for your clients and their leave management needs. **We're an excellent fit for US-based employers who want to insource leave management and offer a great employee experience through the power of technology.**

As a technology-first solution, we have the unique ability to evolve our product rapidly based on market feedback. The below table represents our capabilities *today*.

 You can [schedule time with Hannah](#) to learn about what's coming up on our roadmap.

	Bread and butter (ICP1)	Expansion segment (ICP2)	Cannot support today
US employee count	70-200, 200-5,000 (and growing)	200-5,000, 5,000+	<70 (<i>unless growing and okay with minimum ACV</i>)
Common industries (<i>not all inclusive</i>)	Technology (SaaS, FinTech) Professional Services, BioTech, Finance, Insurance, Media, Non-profit	Professional Services, Finance, Insurance, Media, Healthcare, Retail, EdTech, HealthTech	Airlines, Government, Education (primary/secondary)
Employee types	Salaried or hourly employees working stable/fixed schedules (<i>may have small population of variable hourly</i>)	Majority stable schedules, but sizeable variable hourly (<i>variable hourly support live by 1/1/26</i>) Union employees**	Non-English speaking
Location	Fully US-based, large populations in states with paid leave laws	Majority US-based with some international employees	All employees outside the US

Cocoon **may be able to support union employees, as long as their leave policies do not vary from non-union populations. We will need to review any union CBAs before confirming if we can support a company's union employees.

Product capabilities

Leave types

Cocoon supports planning, tracking, claims, and pay for all FMLA leaves.

Our flexible [personal leaves](#) planning tool allows employers to track any leave types they offer (like bereavement, pregnancy loss, or sabbaticals) all in one place.

Support for [leave as an accommodation under the ADA and PWFA](#) guides employees to request an ADA leave and engage in the interactive process directly in Cocoon.

	Support for leave planning, tracking, claims, and pay	Support for leave planning and tracking
Parental (birthing & non-birthing)	☒	
Medical	☒	
Caregiver	☒	
Leave as an ADA accommodation		☒
Personal		☒
Military exigency leave		☒
Military caregiver leave		☒

Employee schedule types

See below for a table of the employee types Cocoon supports today. We work with employers to cover both their full employee population as well as just a portion, depending on their needs (e.g. US employees only, HQ employees only).

	Support currently available	<i>Without pay available by 9/1/2025</i> <i>With pay available by 1/1/2026</i>
Salaried or hourly employees with standard M-F, 9-5 schedules	✓	
Employees with stable non-standard schedules	✓	
Rotating schedule hourly employees		✓
Variable schedule hourly employees		✓

Supported laws & geographies

Today Cocoon supports only US employees, with all state and federal family and medical leave laws codified in our software. Our long-term mission, aligned with our mission to support every working person, is to support all leaves globally. We do not yet have a timeline for this expansion.

Laws & geographies	Support currently available	Support not yet available
FMLA	✓	
ADA	✓ Leave accommodations only	At work accommodations
All US state family and medical leave laws (e.g. CFRA, NY PFL)	✓	
Canada		✓ Recommendations for preferred Canadian leave management partners available.
All other countries		✓

HRIS integrations and carrier support

Supported 2-way HRIS integrations	Supported 1-way HRIS integrations (census → Cocoon)	Carrier support
Workday	ADP Workforce Now AlexisHR BambooHR ClayHR Dayforce Gusto HiBob Justworks Namely Paychex Paycom Paycor Paylocity PeopleHR Personio  Rippling SageHR Sesame UKG Workday Zenefits	Cocoon is carrier-agnostic—we're able to work with and manage claims for all disability insurance carriers. Today, Cocoon is unable to support voluntary private plans (ex., CA VDI).

Pricing model

Cocoon offers **straightforward pricing that includes an unlimited number of leaves** (no “per-leave” pricing).

- To receive a quote, please provide the company name, industry, and US employee headcount.
- We'll use tiered PEPM rates + 1x implementation fee to calculate total first year cost.
- A minimum ACV of \$4k applies for Cocoon Core (*without pay support*) and a minimum ACV of \$5k applies for Cocoon Complete (*inclusive of discounts and exclusive of one-time fees such as onboarding*).

Partner Program discount

As a member of our Partner Program*, your clients receive **10% off their first year PEPM plus a waived implementation fee**** as long as they sign with Cocoon within 6 months of referral.

**To be eligible, HR consultants must sign a partner referral agreement.*

***Additional implementation fees may apply for onboarding multiple affiliates / entities.*

Software versus human support

Leave is a very human experience. We're proud to provide full transparency into our Support outcomes to give you confidence that your clients will always get fast, reliable help with Cocoon.

- Average time to response: 3h, 37m
- Average time to resolution: 5h, 59m (*72% of inquiries resolved in 1 email*)

All Support team members are Certified Leave Management Specialists. The CLMS certification—offered exclusively by the Disability Management Employer Coalition—is the **leading professional designation focused on the key aspects of leave management**, from FMLA to company policy integration to the ADA and beyond.

Team members **specialize in designated areas** like claims, leave planning, HR Administrator support, and payroll. We triage inquiries accordingly to make sure your team gets help from the leave specialist with the most topical expertise for the fastest resolution.

Implementation

Onboarding with Cocoon takes ~4-6 weeks depending on your client's unique circumstances. Cocoon will walk your client through the process with easy-to-follow guides, checklists, and milestones.

Cocoon can ingest historical time balances from employees' leave time taken from leave laws like FMLA and time they took from any internal company policies. However, we do not support calculating pay, providing claims support, or sending compliance notices for any pre-existing leaves.

Resources

Interactive demos

- [Main demo library](#)
 - Employee experience
 - [Leave planning](#)
 - [Filing claims](#)
 - [Pay tracking](#)
 - Employer experience
 - [Admin dashboard overview](#)
 - [Pay dashboard](#)
 - [Leave as an ADA accommodation](#)

Building a leave program

- [Paid leave benchmark report](#) (updated 2x per year)
- [Paid leave policy generators](#)
- [Paid leave cost analysis tool](#)

Compliance

- [Interactive map of leave laws by state in 2024](#)
- [FMLA compliance policy checklist](#)
- [ADA accommodation checklist](#)
- [Guide to the Americans with Disabilities Act \(ADA\)](#)
- [Guide to the Pregnant Workers Fairness Act \(PWFA\)](#)

Customer stories

- [How BAGGU automated leave management and cut admin time by 80%](#)
- [How Superhuman supports employees with flexible PTO and compassionate leave](#)
- [How Hatch supports families inside and out](#)
- [How Gem uses Cocoon to scale leave management](#)