



**Submitted by:** Ashley Larochelle, [ashley.larochelle@megafood.com](mailto:ashley.larochelle@megafood.com)

**Company/Organization:** MegaFood

**Type of organization:** Business

**Number of Employees:** 224

**Category:** Workplace

**Challenge or Opportunity:** We have a large amount of young people, many of who are becoming pregnant for the first time and need advice on this major life event.

**Approach or Solution:** We created the "Little Sprouts" Program that is intended to support first-time moms and dads through the birth or adoption of their first baby (<12 months), but open to all parents needing assistance. From understanding benefits, assisting with transitioning out and back in, and provide a personal "momtor" for any and all questions!

**Impact:** We have certainly created a sense of calm for the last few new parents who were so open about their challenges so that we could support them the best! The momtor piece truly helps put folks at ease especially around "is this normal" type of questions! We also integrated supporting our virtual team by implementing milk stork services for traveling.