



# 2021 Clorox Benefits overview

Updated December 2020

Our benefit programs are designed to support your total well-being. Read on for a snapshot of our 2021 benefits.

## Medical plan options (requires enrollment)

Clorox offers two national medical plans and a third option for California residents (Kaiser). All plans provide 100% coverage for in-network, preventive care. Additionally, all plans include prescription drug coverage.

- **Partnership in Health (PIH) plan:** The PIH plan provides comprehensive medical coverage and access to in-network and out-of-network providers through UnitedHealthcare (UHC). Includes a Clorox-funded Health Reimbursement Account (HRA)
- **Navigate plan:** The Navigate plan provides comprehensive medical coverage and access to in-network providers through UHC. Monthly premiums are slightly higher for this plan versus the PIH plan, but out-of-pocket costs are lower at the time of service.
- **Kaiser plan (California only):** The Kaiser plan provides comprehensive medical coverage and access to in-network providers only.

## Dental, vision, FSAs, insurance, extra vacation days (requires enrollment)

- **Dental:** We offer one national dental plan through UnitedHealthcare (UHC). You can go to any dentist you choose. (In-network providers are generally lower in cost.)
- **Vision:** Vision Service Providers (VSP) covers exams, lenses, frames and contacts with a copay and up to certain amounts.
- **Flexible spending accounts (FSA):** Set aside pre-tax dollars to pay for eligible expenses by contributing to a Health Care and/or Dependent Care FSA through biweekly payroll deductions.
- **Life and Accidental Death & Dismemberment (AD&D) insurance:** Clorox provides basic life insurance and basic AD&D (1X base pay up to \$1 million) at no cost to you. You can purchase supplemental life and AD&D insurance.
- **Vacation Purchase Program:** You can purchase up to 5 additional vacation days for the calendar year. (Available during fall annual enrollment period.)
- **Disability insurance benefits:** Clorox provides short-term disability (STD) and long-term disability (LTD) insurance that replaces a portion of your income if you're being treated by a doctor and unable to work.

## More medical resources for those enrolled in a medical plan

- **Second opinion:** Teladoc Medical Experts provides access to a world-class team of doctors at no cost to you and your dependents enrolled in a Clorox medical plan. They'll review your medical records and provide a confidential second opinion on your diagnosis and treatment plan.
- **Diabetes management:** UHC and Kaiser offer diabetes programs to help eligible participants manage their condition and make healthy choices.
- **Preventive care:** In-network preventive care is covered by all medical plans, so ask your doctor about recommended screenings and other preventive care services and follow the latest public health guidance to protect yourself during these visits. Flu shots are included.

- **Virtual care:** All three medical plans offer no cost virtual phone or video visits for health conditions like allergies, eye infections, flu, rashes, sore throats, stomachaches, COVID-19 symptoms and more.

## Physical well-being

- **Wellness program:** Our wellness program, powered by the Virgin Pulse site and app, is designed to help you build healthy habits in all areas of well-being: fitness, healthy eating, stress management and professional development. Score enough points and you can earn \$100 a quarter in PulseCash, which can be redeemed for popular gift cards, donations and merchandise.
- **Real Appeal:** We've partnered with Real Appeal, a web-based weight management program, to help you develop healthier eating habits. Available to employees and dependents over age 18 with a BMI of 20 or higher and who are enrolled in a UHC medical plan.

## Support for parents and caregivers

- **Parental leave program:** Welcoming a new child into your life is a special (and challenging) time. To support parents, we offer up to 12 weeks of parental leave for the birth or adoption of a child as well as the placement of a foster child.
- **Caregiving help with Helpr:** To help you fill in the gaps, we've partnered with Helpr to provide you with caregiving resources during the pandemic.
- **Adoption assistance:** We also offer financial support if you adopt a child. Get reimbursed up to \$3,000 per child for eligible adoption-related expenses.

## Time-off programs

- **Vacation:** Take paid time off, based on years of service.
- **Half-day Summer Fridays:** Between Memorial Day and Labor Day, most offices close at 12:30 p.m. (nonproduction employees).
- **Sick time:** Care for yourself or a family member for non COVID-19 illnesses.
- **Personal time:** Attend school activities, unforeseen urgent matters and religious occasions.
- **Emergency paid time off for COVID-19 related absences:** Check with your manager for details.
- **Bereavement leave:** Take time off for the death of a family member.
- **Unpaid sabbatical:** Take up to 30 consecutive days each calendar year with your manager's approval.

## Mental well-being support

- **Calm app:** Dip your toe into mindfulness, unlock creativity, get help winding down and find soothing bedtime stories or music – for you and/or your children.
- **Joyable app:** Get help manage stress, anxiety, and depression. Joyable can help you find a therapist or counselor and provides coach-supported programs to help you overcome anxiety and depression.
- **Employee Assistance Program (EAP):** Our EAP program provides a wide range of supportive resources, including 8 no-cost sessions per year with counselors and trained clinicians who can help you and your eligible dependents manage personal, family, legal, financial and work issues.

## Financial planning & help

We know another part of well-being is feeling financially secure (or at least knowing you have a plan to get there). Use these programs for help saving money and planning for the future.

- **401(k) plan:** Our market-leading plan helps you save for retirement with Clorox contributing up to 10% of pay after completing one year of service. Includes a 4% biweekly match (vests immediately) and a 6% annual contribution (vests over 5 years).
- **Ayco:** Get help from a financial coach with budgeting, retirement planning, estimating healthcare expenses, insurance needs and more.
- **Education assistance program:** Get reimbursed for eligible education expenses up to \$3,000 per fiscal year.
- **Commuter program:** Use pre-tax dollars to save on public transportation and parking costs.
- **Employee Stock Purchase Plan (ESPP):** Purchase Clorox common stock through after-tax payroll deductions, and Clorox will cover the fees to purchase stock.
- **GIFT:** The Clorox Company Foundation will match your donations to nonprofits of your choice up to \$2,500 a year.