



# 2022 Clorox Benefits overview

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Clorox benefit programs are designed to support your total well-being. Whether it's through benefits, resources, or peer support we're ready to help you be well, be yourself and thrive -- in body and mind. Read on for a snapshot of our benefits.

## Medical plan options

Clorox offers three national medical plans and a fourth 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). You have two Clorox-funded account options to pay/save for healthcare expenses when you enroll in the PIH:
  - Health **Savings** Account (**HSA**)
  - 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, FSA, Life and AD&D insurance

- **Dental:** We offer one national dental plan through United Healthcare (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 additional supplemental life and AD&D insurance.
- **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.
- **Business Travel Accident Insurance:** Clorox provides insurance coverage when traveling on company business.

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

- **Expert Medical 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-sponsored 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 100% 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 medical plans offer 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

- **Virgin Pulse:** Our wellness tracking program, powered by the Virgin Pulse site and app, is designed to help you build and track healthy habits in all areas of well-being: fitness, healthy eating, stress management, mental and financial health, and professional development. Earn enough points by participating in healthy behaviors and you can earn \$100 a quarter in Pulse Cash, which can be redeemed for gift cards, donations, and merchandise.
- **Real Appeal:** We have 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.

## Time-off programs

### Non-Production exempt (salaried):

- **Flexible Time Off (FTO):** This flexible vacation policy allows you to take the time you need to recharge so you can thrive at work and at home. There is no accrual and no limit on the amount of FTO you may request as long as you continue to meet business needs and performance expectations. You will be immediately eligible for FTO.

### Non-Production non-exempt (hourly):

- **Vacation:** You will be eligible for paid vacation. The amount of vacation that you are eligible to accrue (earn) will be based on years of service.
- **Vacation Purchase Program:** You can purchase up to 5 additional vacation days for the calendar year (available to elect only during fall annual enrollment period). This is applicable to all production and non-production non-exempt (hourly) employees only.

### Additional Time-off programs:

- **Half-day Summer Fridays:** Between Memorial Day and Labor Day, most offices close at 12:30 p.m. (applicable to non-production employees only).

- **Company holidays:**
  - Non-production employees: You will be eligible for 11 regular Company holidays.
  - Production employees: You will be eligible for 9 designated Company holidays and 3 additional holidays that are used as either designated holidays or floating holidays, depending on your location.
- **Floating holidays:** You will be eligible for 4 floating holidays (applicable to non-production employees only).
- **Health and Mental well-being time off:** Paid time off to care for you and your family members' health and mental health and well-being. (Included in Flex time for production employees).
- **Emergency paid time off for COVID-19 related absences**
- **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 & other resources

- **Calm app:** Calm provides an experience for resilience and mental fitness. Calm features content and tools on mindfulness, meditation, unlocking creativity, winding down and soothing bedtime stories or music – for you and/or your children.
- **Spring Health:** Our Spring Health mental well-being program provides a wide range of supportive resources, including eight counseling sessions per year with a licensed therapist, at no charge, for you and each household member age 6 and older, a dedicated personal care navigator who is also a clinician that can help you find the right therapist, set appointments, provide emotional support in the moment, and connect you with other Clorox resources. Spring Health also provides support for all aspects of your life and can help you manage family dynamics and personal or professional relationships, as well as finances and legal assistance.
- **Behavioral Health:** United Health Care and Kaiser Behavioral Health are available through the health plan.
- **Employee Resource Groups (ERG):** With more than 2,000 members and allies, ERGs are support forums that help employees connect with one another on shared interests. They also aim to foster greater understanding of different perspectives and backgrounds, support career mentorship and development, and help local communities with regular volunteer activities.

## 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 to help with saving money and planning for your 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).
- **Nonqualified Deferred Compensation (NQDC)** (Applicable to Grade level 28+): You can defer up to 50% of your base salary and 100% of your annual incentive with no annual dollar limit. You select how these dollars are invested and pay taxes on them later, when you choose to have these funds paid to you. Also, the Restoration Benefits part of the plan restores any 401(k) company contributions you will otherwise lose out on if your annual compensation exceeds the IRS limit.

- **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 donations to nonprofits of your choice up to \$2,500 a year.

### 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 of a child or placement of a child for adoption or foster care.
- **Helpr:** Use Helpr to find long-term care for children and adults, last minute back-up care, online tutoring, and interactive sessions, as well as free monthly webinars with caregiving experts.
- **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.