



Clorox benefits 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 mind and body. Read on for a snapshot of our benefits here at Clorox.

Medical plan options

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). There are two (2) funding options available under the PIH plan:
 - Health Savings Account (HSA)
 - Health Reimbursement Account (HRA)*
 - In both funding options, Clorox is making an employer contribution annually
- **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

*2023 is the last year that the Partnership in Health w/HRA will be available

Additional medical resources for those enrolled in a Clorox 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 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 three medical plans offer virtual phone or video visits for health conditions like allergies, eye infections, flu, rashes, sore throats, stomachaches, COVID-19 symptoms

- **Family Forming Benefits:** There are many unique circumstances and needs when it comes to planning for or growing a family. Administered by Carrot, our family-forming benefits include up to a \$20,000 combined lifetime benefit for adoption, surrogacy and fertility support
- **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 Clorox sponsored medical plan

Other Benefit options

- **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
- **Supplemental Health Benefits:** While our medical plans provide coverage for hospitalizations, accidents and illnesses, you may have expenses like deductibles, travel, childcare and other costs that are not covered by medical insurance. Clorox offers three supplemental health benefit options through Securian Financial: Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance that when enrolled in these options, provide a cash payout that you can use any way you like
- **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
- **Disability insurance benefits:** Clorox provides short-term (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

Physical and Mental well-being support & other resources

- **Spring Health (EAP):** 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:** UnitedHealthcare and Kaiser Behavioral Health are available through the medical plan options
- **Virgin Pulse:** Our wellness tracking 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. 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

- **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
- **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. Sign up in Workday under your profile information to be added to an ERG's email list

Time-off programs

- **U.S. Non-Production exempt (salaried)**
 - **Flexible Time Off (FTO):** All US non-production exempt (salaried) new hires hired on or after 7/1/22 are eligible for FTO from their date of hire. There is no limit to the amount of FTO you may request for vacation, as long as business needs and performance expectations are met
- **U.S. Production non-exempt (hourly)**
 - **Vacation:** For our US non-exempt (hourly) employees, we offer vacation paid time off based on years of service
 - **Vacation Purchase Program (VPP):** You can purchase up to 5 additional vacation days for the calendar year (available to elect only during the fall annual enrollment period). This is applicable to all non-exempt (hourly) employees
 - **Flex days:** US production non-exempt (hourly) employees are eligible for 6 Flex Days each calendar year in addition to Vacation time
- **U.S. Non-Production non-exempt (hourly)**
 - **Vacation:** For our US non-exempt (hourly) employees, we offer vacation paid time off based on years of service
 - **Vacation Purchase Program (VPP):** You can purchase up to 5 additional vacation days for the calendar year (available to elect only during the fall annual enrollment period). This is applicable to all non-exempt (hourly) employees
 - **Floating holidays:** US non-production non-exempt (hourly) employees are eligible for 4 Floating Holidays each calendar year in addition to Vacation time
- **Additional Time Off Programs**
 - **Company holidays:**
 - Non-production employees are eligible for 11 regular Company holidays
 - Production employees: are eligible for 9 designated Company holidays and 3 additional holidays that are used as either designated holidays or floating holidays, depending on your location
 - **Half-day Summer Fridays:** Between Memorial Day and Labor Day, most offices close at 12:30 p.m. (nonproduction employees)
 - **Health and Well-being time:** provides paid time off to care for you and your family members' health and mental health well-being
 - **Bereavement leave:** Take time off for the death of a family member
 - **Unpaid sabbatical:** US non-exempt (hourly) employees in good standing are eligible to take up to 30 consecutive days each calendar year with manager approval

Support for parents and caregivers

- **Parental leave program:** Clorox offers up to 12 weeks of full and partial paid parental leave for the birth of a child or placement of a child for adoption or foster care. The first 4 weeks are paid at 100% and the remaining 8 weeks are paid at 60%. This can also be followed by a personal unpaid leave of absence with manager approval. Birthing mothers are also eligible for disability leave (6-8 weeks depending on the type of delivery)
- **Helpr:** Clorox provides 60 hours of subsidized care annually to all employees. 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

Financial planning and well-being

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)
- **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
- **Scholarships for Clorox children pursuing secondary education:** Scholarships are \$2,500 per year, up to \$10K per child over four years. Open to employees with at least 1 year of service. Apply via Clxhub in February/March timeframe
 - **Knauss Scholars:** Open for children of employees GL 24 and below
 - **The Clorox Company Foundation Scholarship**
- **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