

# Working Parents



At Mattel, we're committed to providing parents with a supportive, family-friendly environment that allows you to give your best at work and at home. In addition to a robust benefits package that includes programs and on-site conveniences that give all employees extra time and opportunities, we also have programs geared specifically towards our working parents.\*

**Flexible Scheduling and Unlimited PTO:** making your schedule work for you and your family

- Unlimited PTO for exempt (salaried) employees
- Flexible scheduling for all employees

**On-Site Child Care Centers:** so you can be there for more moments

- On-site childcare from infancy through preschool on a year-round basis at facilities in El Segundo, CA and East Aurora, NY
- El Segundo, Bright Horizons offers the highest quality childcare at the Mattel Childcare Center for children six weeks through pre-school and summer camp for school-age children
- Located on the Fisher-Price campus in East Aurora, the East Aurora Community Nursery is a not-for-profit organization that has provided early childhood programs to the East Aurora community for over 50 years

**Parental Leaves of Absence:** time off for those precious firsts

- Up to six weeks of paid time off (based on regularly scheduled hours) to all Regular Full- Time (RFT) and Regular Part-Time (RPT) parents to care for and bond with a newly born, adopted or fostered child
- In addition to Short-Term Disability leave for birth mothers (typically six to eight weeks)



**Phase Back to Work Program:** easing the transition to this new balancing act

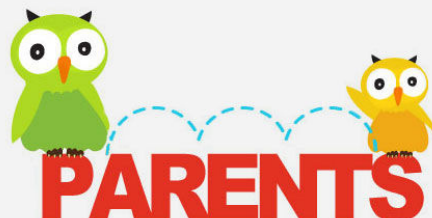
- Option to work a reduced schedule at regular pay for the first month after returning from a baby bonding leave
  - 30-hour schedule at 100% pay
  - Flexible arrangements – reduced workweek (4 full days) or reduced hours over a 5-day workweek
  - For Regular Full-Time employees
- Guidance to managers on how to provide the ultimate support to parents returning from leave

**Dependent Care Flexible Spending Account:** putting childcare money back in your pocket

- Pre-tax benefit account used to pay for eligible dependent care services, such as preschool, summer day camp, before or after school programs, and child or adult daycare

**Parents @ Mattel Employee Resource Group:** giving parents a voice and support

- Company-wide network of parents for support and resources from before baby to the college years
- Events including speakers on parenting and relationship topics
- Helping parents achieve successful work/life integration
- Impact on Mattel's programs and policies
- Supported by executive leadership sponsors





**Fertility Services:** so you can focus on what's really important - having the family you've always wanted

- Eligible expenses reimbursed at 80%, to a maximum of \$15,000 per couple

**College Coach:** giving you and your high schoolers a head start

- College prep assistance including:
  - Maximizing the high school experience
  - Selecting the right colleges
  - Submitting standout applications
  - Researching financial aid options

**Take Your Kids to Work Day:** one of the best days of the year

- Fun, interactive workshops hosted by our brand teams for kids of all ages
- An opportunity for them to see a day in the life at a toy company

**Holiday Schedules:** spend those special times of year with your family

- Generous holiday schedule centered around school closures
- End of the year shutdown between Christmas and New Year's Employee Assistance

**Program:** because life with kids is full of curveballs

- Free and confidential access to unlimited phone support and up to five sessions with a counselor for employees and family members
- EAP counselors can help with legal services, relationship concerns, childcare and elder care assistance, and psychological needs



**Product Discounts:** the most beloved brands of all time at a fraction of the price

- On-site toy stores in El Segundo and providing a 50% product discount
- Online discounts of 30% at Barbie Collector, Hot Wheels Collector and American Girl

**Baby Gift Program:** welcoming the newest members of our Mattel family

- A special gift sent to your house
- Fisher-Price products to start your baby's journey off right

\*Programs vary by location.