

Support for parents at every stage

Caring for your loved ones is the most important priority, and Nestlé is here to help.



Generous parent support policy

If you're eligible,¹ Nestlé provides time with your family when you welcome your new addition. You get **18 weeks** if you're the primary caregiver or **four weeks** if you're a non-primary caregiver.

At least 30 days ahead of the birth/leave start date, initiate a leave of absence on the myNestlé portal. Click on the My Pay & Time Off tab, and then under the My Time Off section, click on Leave of Absence & Parent Support Policy.

Learn more on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Parental Leave**.

Diverse mental health resources

- **Mental Wellbeing Support** for confidential therapy through Spring Health
- **Moments by Spring Health** for mindfulness support
- **Nestlé CareFirst** medical plan for telemental video visits; or, for HMOs, call the number on the back of your ID card to check benefits availability

Find more support on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Emotional Wellbeing**.

Virtual care

CloseKnit offers virtual visits with a physician for urgent or primary care needs. For HMO members, call the number on the back of your ID card.

Find more support on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Virtual Care**.

Family financial help

Nestlé offers financial support however your family changes. If you have eligible day care expenses, save on taxes with the **Dependent Care Flexible Spending Account (FSA)**. And if you're looking to build a budget or save for college, get free financial coaching from **Financial Finesse**.

Learn more on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Financial Wellbeing**.

- **Looking for additional help?** Use your \$500² from the Lifestyle Spending Account (LSA) to get the support you need.

Learn more on [Healthworksatnestle.com](https://healthworksatnestle.com) > **LSA**.

Family-building support

Progyny supports your family-forming journey. Whether it's help with fertility, adoption or surrogacy, Progyny offers services to guide you.

Get more details on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Progyny**.

Programs to keep you physically fit

- **Personify Health** to get healthy with personal coaching
- **Active&Fit Direct™ Program** to work out where and when you want
- **Omada for Diabetes** to make it easier to manage your diabetes

Get more information on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Physical Wellbeing**.

Helpful breastfeeding services

If you decide to breastfeed but have to travel, you can use Milk Stork — a breast milk delivery service for moms traveling on business.

Find more information on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Breastfeeding Support**.

Innovative child care offerings

Find back-up care through **Bright Horizons®** and everyday sitters, nannies, housekeepers and pet sitters through a free **Sittercity** membership.

Find more information on [Healthworksatnestle.com](https://healthworksatnestle.com) > **Bright Horizons**.

Preparing for the unexpected

As you're growing your family, it's important to prepare for the unexpected. **Life insurance** is offered by Nestlé to protect your loved ones.

- As a benefits-eligible employee, you're automatically provided with \$5,000 in **child life insurance coverage** for 30 days following the live birth of your firstborn child.³
- The **Mental Wellbeing Support** and **MetLife Legal Plans** can also help you with estate planning and creating a will to guarantee your assets pass to the people you select in the manner you desire.

Learn more on [Healthworksatnestle.com](https://healthworksatnestle.com).

For more information, visit [Healthworksatnestle.com](https://healthworksatnestle.com) > **Life & Family > Family Support** or call Nestlé Benefits Service Center at 1-877-637-2255, Option #2.

¹ Please refer to the policy for eligibility guidelines.

² Part-time employees will receive \$250.

³ You have 30 days from the birth to continue this coverage or elect additional coverage. If you don't enroll, the coverage terminates on day 31.