

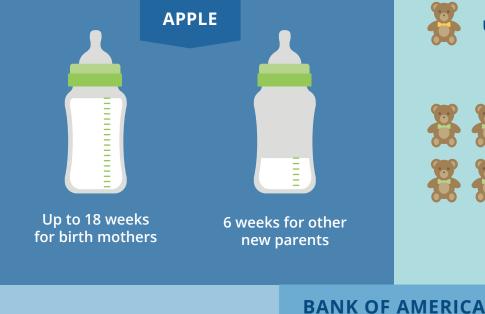
IS YOUR COMPANY KEEPING UP?

Unlike many developed nations, the U.S. doesn't require paid for talent, some companies have developed their own parental



Unlimited leave for salaried new parents during the first year of the child's life (or placement)

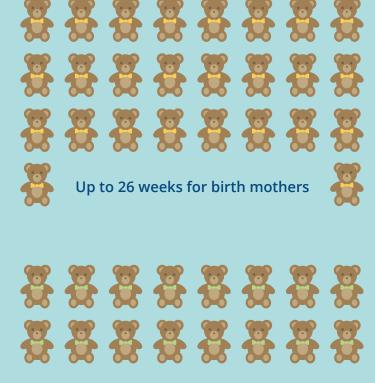




AMERICAN EXPRESS

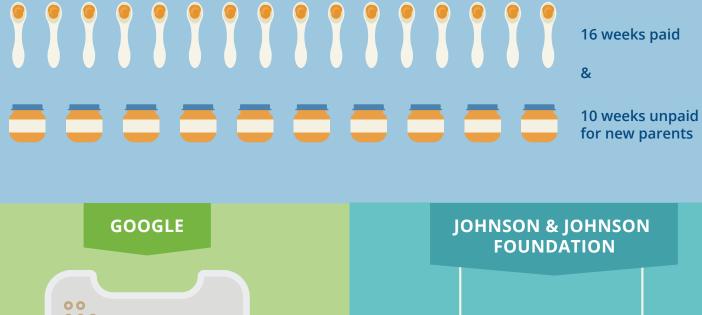






16 weeks for primary caregivers

16 weeks paid



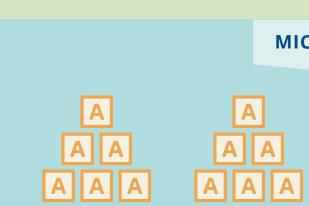


MICROSOFT

6 weeks for other new parents Parents can share their leave with spouses who don't have paid parental leave.



new parents worldwide



20 weeks for birth mothers



Sources: Recode, Netflix parents get a paid year off and Amazon pays for spouses' parental leave, Jan. 31, 2018. Bill & Melinda Gates Foundation, Benefits, 2018. American Express, American Express Increases Parental Leave and Family Benefits for U.S. Employees Beginning January 1, 2017, Dec. 12, 2016. Adobe, Parental Leave, Jan. 1, 2017. The Outline, Here are Apple's Child Care Benefits, June 2, 2017. Bank of America, Health & Insurance Benefits, 2018. Entrepreneur, 19 Companies and Industries With Radically Awesome

Parental Leave Policies, April 12, 2017. Amazon, Amazon's Parental Leave Policy: An egalitarian benefit for our workforce, 2017. Johnson & Johnson, *Our Employee Benefits*, 2018. Microsoft, *Make the Most of Life*, 2017. ©2018 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its

insuring subsidiaries.

unum.com MK-3696 (4-18) GENERAL AUDIENCE