

For New and Expectant Parents



Few things are as exciting as welcoming a new child to your family. But along with the joy and anticipation, there's also a lot to think about! Philips offers several benefits and resources for soon-to-be parents like you and now you have a great reason to learn more! Use this document to navigate each step of the way with support from Philips.

Thinking About Growing Your Family

Prepare for parenthood with support from Philips benefits.. [Learn more...](#)

Taking Time Off

Be prepared! Explore how much time off Philips provides when your new child arrives. [Learn more...](#)

Managing What Comes Next

Explore these resources that help you plan to return to work. [Learn more...](#)



Planning Ahead

Check out how Philips can help you plan ahead, well before the big day comes! [Learn more...](#)



Updating Your Benefits

Add your new addition to Philips benefit plans as soon as possible. [Learn more...](#)



Farther Down the Road

Philips provides resources for older children, too! [Learn more...](#)



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Thinking About Growing Your Family

Starting a family is different for everyone. Philips offers the support and resources to help grow your family, no matter the path

- **Start With Health Advocate to Help Navigate Available Resources**

It's hard to know where to start! Health Advocate is the first place to go when you have questions related to your available benefits programs and resources related to family planning. You have CONFIDENTIAL and FREE access to Personal Health Advocates who thoroughly understand the Philips benefits programs offered to our employees and their eligible dependents.

Your Personal Health Advocate can clarify questions on the insurance coverages you have and guide you to the well-being programs and resources to support you on your journey! Contact HealthAdvocate at 888.367.7223, Option 1.

- **Adoption Assistance and Surrogacy Assistance Programs**

Philips provides financial assistance of up to \$15,000 to offset some of the expenses associated with legal adoption and surrogacy. For more details, visit the [Philips HR Portal](#).

- **Eligible adoption assistance expenses include:** adoption agency fees and placement fees, legal fees and court costs, medical expenses for the adoptive child prior to placement for adoption, temporary foster care costs, immigration, immunizations and translation fees (where applicable for foreign adoptions), travel and transportation expenses (including meals and lodging) and counseling fees associated with placement and initial adjustment (if not reimbursed under a Philips or other employer-sponsored group health plan).
- **Eligible surrogacy expenses include:** surrogacy agency fees, legal fees and court costs, travel and transportation and adoption expenses related to a surrogacy event.

- **Infertility Benefits**

If you're enrolled in a BCBS medical plan, the plan provides infertility benefits to support all individuals and families, including same-sex female couples. Coverage includes a range of fertility treatments, including in vitro fertilization (IVF), intrauterine insemination (IUI) and fertility medications. Visit bluecrossma.com or call 888.579.1880 for more information. If you're enrolled in a local medical plan, such as Kaiser or UPMC, refer to the plan documents located on the Philips Benefits Center for support options.



- **Download the Pregnancy+ App**

Download the world's leading pregnancy tracker app, for free week-by-week pregnancy information and articles! The Pregnancy+ app, developed by Philips, features expert advice, daily articles, healthcare tips and interactive 3D models so you can track your baby's development. Download on the [App Store](#) or get it on [Google Play](#).

- **Prepare Your Pelvic Floor**

If you're enrolled in a BCBS medical plan and need help with your pelvic floor ahead of a pregnancy, your Hinge Health care team can provide the right exercises and guidance to strengthen your core and pelvic floor and help with bladder and bowel control, and low back, hip, and pelvic pain. To learn more, visit hingehealth.com/philips.

- **Philips Deals and Discounts**

We know having children is expensive. Get a head start on finding items you'll need to support your growing family, at discounted prices! The PerkSpot Employee Discount Program is an exclusive one-stop-shop for thousands of online discounts at your favorite national and local merchants - at no cost to you! Through this program, you and your family can get travel deals, entertainment tickets, gifts, fitness items and practical everyday necessities, like baby items and apparel, all online at specially negotiated discounted prices. Visit usaphillips.perkspot.com to learn more.

You can also visit the **Philips Employee Store** and look for available items under the Mother and Childcare section.

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Planning Ahead

Check out how Philips can help you plan ahead and be prepared before the big day comes!

- **How do I find a pediatrician?**

It's easy with help from Health Advocate! When you call the **Health Advocate Benefits Gateway** at **888.367.7223, Option 1**, not only can the Health Advocate registered nurse help you find a great in-network pediatrician, they can also help clarify medical coverage for prenatal care and delivery!

- **Can my medical carrier help me make sure I get the right care at the right time during my pregnancy?**

Start by talking to your doctor, and then reach out to BCBS member services to get connected to the Maternity Support Program. It's a free service for employees enrolled in a Philips BCBS medical plan, and it's designed to help you learn how to navigate each step of pregnancy and new parenting. You'll get access to a dedicated BCBS maternity nurse care manager who will be your care partner throughout your pregnancy. If you are enrolled in a local medical plan such as Kaiser or UPMC, be sure to contact your plan for similar support options!

- **How do I find someone to help with childcare after my child arrives?**

If you know you'll need help with childcare but don't know where or how to start looking, Philips offers access to [Care.com](https://care.com), the largest network of caregivers. This service provides an online gateway to finding caregiver profiles, background checks and details about fees, references and more! **Philips provides this service at no-cost by waiving the annual membership fee of \$140!** Learn more at philips.care.com.

- **Is it too soon to start planning when I'll need time off?**

It's never too early to start planning your time off for yourself and your new family! Contact Alight, our absence management partner, to let them know you're expecting and to learn more about how much time off you'll be able to take with maternity leave and short-term disability. Call Alight at 866.337.1597 or visit philips.myleaveproservice.com.



- **What other programs are available to me as a Philips employee?**

Check out the **Philips Benefits Guide** and look for information about the Philips Expectant Parent Gift Program! You can choose one of two formula gift bundles including Philips Avent products (anti-colic or natural). It's **free** and will help keep the Philips support going for you once the baby arrives. Learn more about how to participate by visiting the **Philips Benefits Center**, click on the **Well-Being** tab, then **New Parent Gift** package.

Learn more about Milk Stork - a program that provides you with everything you need to ship breast milk quickly and safely, including easy-to-use coolers, breast milk storage bags and overnight shipping! Go to portal.milkstork.com/philips to get all of the information you need before your first business trip.

- **What if I need to change my work schedule before or after my maternity leave?**

Providing employees with flexible work options is just one of the ways Philips continues to support our employees and secure our position as a top innovator among today's ever-evolving workplaces. So, if you need a different work schedule for a period of time, you can explore the options available to you by reading the [Hello Hybrid article on the HR Portal](#) and then talking with your manager.

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Taking Time Off

Philips leave, time off and parental leave transition policies, when taken together, provide you with the flexibility and time to bond with your new child and adjust to your new family situation. The chart below provides a summary of the time off and transition policies that may be available to you.

For additional details and to learn more about how much time off you'll be able to take, contact Alight at 866.337.1597 or visit philips.myleaveproservice.com. You can also view full policy information on the Philips Benefits Center.

- **8 weeks of Maternity Leave** at 100% of pay
- **4 weeks of Parental Leave** at 100% which may be taken any time during the first 12 months of a child's birth or adoption (must be taken in 5 concurrent day increments).
- **4 weeks of Parental Leave Transition** at part-time hours and full time pay to help you transition back to work following an approved Maternity and/or Parental leave.
- **Other paid time off** may be used to extend your leave, such as paid sick leave and floating holidays. Exempt employees may use either Flexible Vacation or Parental Transition Leave, but not both. Nonexempt employees may use accrued unused vacation time.
- **Up to 12 weeks** of job protected leave under Federal Family and Medical Leave (FMLA). If eligible, FMLA will run concurrently with maternity and parental leave.

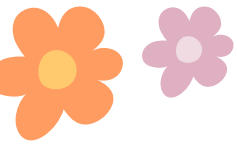


Parental Leave Transition Policy

The Parental Leave Transition Policy provides you with the opportunity to transition back to work at part time hours with full time pay at the conclusion of an approved leave following the birth or legal adoption of a child or children.

Eligible employees will be provided with four consecutive weeks to transition back to work per birth or adoption. (Note that a multiple birth or adoption, for example the birth of twins or adoption of siblings, does not increase the four-week total amount granted for that event.)

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Updating Your Benefits

You'll want to make sure your new addition has medical coverage right away. Adding your child to your benefits coverage is a Qualified Life Event, which allows you to make the change right away, instead of waiting for Open Enrollment.

- **How do I add my new child to my benefits?**

Even though you have six months from your child's birth or adoption to make changes to your benefits, it's important to add your child to your medical coverage right away so doctor visits and prescriptions will be covered. Go to the **"Life Event" link on the Main Menu page of the Philips Benefits Center** to add your new child's information and coverage selections. You do not need a social security number to add the child to your insurance at the time of enrollment, but will need to update that information as soon as you receive it.

NOTE: Verification of dependent eligibility is required at the time of enrollment for new dependents. Dependent enrollment will be pending until acceptable documents are submitted by you, reviewed and verified.

- **What can I do about expenses not covered by my medical plan?**

If you're enrolled in ABHP1 or ABHP2, you can contribute to a Limited Purpose Flexible Spending Account that allows you to pay for eligible dental and vision expenses. You should also review your Health Savings Account (HSA) contribution amount. Pre-tax contributions to an HSA can be used to pay for eligible healthcare expenses for you and any eligible dependents, now or in the future. Review the **Philips Benefits Guide** for current FSA and HSA rules and contributions limits.

If you're enrolled in the EPO or a regional medical plan, you can contribute pre-tax money from your pay into a Healthcare Flexible Spending Account (FSA). The FSA will help you pay for expenses like deductibles, coinsurance and over-the-counter medications not covered by your medical plan. The IRS updates contribution limits each year, so be sure to review the **Philips Benefits Guide** for current contribution information and FSA rules.



- **How can I plan for day care costs?**

You can contribute up to \$5,000 per calendar year to the Day Care Flexible Spending Account to reimburse yourself tax-free for home-based day care, licensed day care centers and even nursery school when your child gets older. Review the **Philips Benefits Guide** for more information.

- **Does my child need life insurance?**

Optional group life insurance is available for your new child with coverage options of either \$10,000 or \$15,000. You can also add optional AD&D coverage of \$10,000. And as a Philips employee covered by basic life insurance, you also have access to free support from Prudential to help you prepare or update a will. You can elect this coverage as an option when adding your new child to your benefits through the **Philips Benefits Center**.

- **Should I update my beneficiaries now that I have a new child?**

Be sure to review the current beneficiaries for your life and AD&D insurance, your health savings account (HSA), and your 401(k) plan. Make any necessary updates to ensure that those most important to you receive benefits in case of the unexpected.



Managing What Comes Next

Philips knows that balancing work and family isn't always easy so we offer several programs and resources that will help you take care of yourself and your body as you plan to return to work.

- **What if I'm not ready to come back to work full time?**

If you need flexibility in going back to a full-time work schedule, Philips offers a 4-week Parental Leave Transition period that lets you work part-time hours and still receive full-time pay. Ask your manager for details!

- **Who can I reach out to if I need help balancing work and home responsibilities?**

If you need extra help or feel overwhelmed with working full-time and managing things at home, call the Philips Employee Assistance Program (EAP). The EAP offers resources to help better manage stress, anxiety, family dynamics, relationships and more. Plus, the EAP counselor can provide referrals to child care, discounted financial and legal services and up to six free counseling sessions. Review the **'Your Health and Well-Being'** section of the **Philips Benefits Guide** for more information.

- **How do I find affordable, reliable childcare?**

If you know you'll need help with childcare once you go back to work but don't know where or how to start looking, Philips offers access to [Care.com](https://www.care.com), the largest network of caregivers. This services provides an online gateway to finding caregiver profiles, background checks and details about fees, references and more! **Philips provides this service at no-cost by waiving the annual membership fee of \$140!** Learn more at philips.care.com.

- **How can I strengthen my body after having a baby?**

Pregnancy and childbirth can take a toll on your body and lead to pelvic and back pain. If you're enrolled in a BCBS medical plan, your Hinge Health care team can provide the right exercises and guidance to heal and strengthen your core and pelvic floor and help with urinary issues, difficulty with bowel movements, and low back, hip, and pelvic pain. To learn more, visit hingehealth.com/philips.

- **What if my baby has a minor cough in the middle of the night and I can't get to the doctor's office?**

Your BCBS medical plan provides access to Telehealth through Well Connection, which allows you to see a doctor virtually at any time using the camera on your phone – so you don't have to leave home! Well Connection doctors can diagnose and treat minor issues like cold and flu, sinus and respiratory infections and more, as well as write prescriptions if state law permits. Login through the MyBlue app or go to member.bluecrossma.com/login.

If you are enrolled in a local medical plan such as Kaiser or UPMC, be sure to contact your plan for similar telehealth options!

- **How can I travel for work if I'm breastfeeding?**

Check out Milk Stork – a program that provides you with everything you need to ship breast milk quickly and safely, including easy-to-use coolers, breast milk storage bags and overnight shipping! Go to portal.milkstork.com/philips to get all of the information you need before your first business trip.



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Farther Down the Road

Philips also provides several programs for older children. While you may not need them now, make note of these resources so you can take advantage of them when your child gets older!

- **Day Care Flexible Spending Account (FSA)**

You can use the money in your Day Care FSA to reimburse yourself tax-free for **summer day camps** for children under age 13. Visit www.healthequity.com/philips for more information about FSA rules and annual contribution limits. Don't forget to submit your claims by the December 31 deadline!

- **SupportLinc Cognitive Behavior Therapy (for benefits-eligible employees and family members age 13 or older)**

The SupportLinc EAP offers a free, confidential online mental health program based on the proven principles of Cognitive Behavioral Therapy (CBT) that focuses on problem solving and changing behaviors. Online programs include comprehensive clinical assessments and personalized coaching for Stress, Anxiety & Worry, Depression, Social Anxiety and Insomnia. Call 888.881.5462 anytime for questions or support or visit supportlinc.com (group code: **philips**).

- **Pelago Substance Abuse Management Program (for employees and eligible dependents ages 18+ enrolled in a BCBS or UPMC Medical Plan)**

Pelago is a virtual medication-assisted treatment program for alcohol, opioid and tobacco. The program combines medication, cognitive behavioral therapy, remote monitoring, and social support with a personalized care plan. Visit my.pelagohealth.com/philips.

- **Financial Wellness Counseling**

The CAPTRUST Participant Advice and Wellness team is available to provide you with personalized guidance for your financial goals, including saving for your child's education, budgeting and making sure your savings are on track. Visit captrustadvice.com or call 800.967.9948 to set up an appointment.

- **Philips Excellence Scholarship Program**

This program awards annual scholarships to eligible children of Philips employees who are outstanding high school seniors or undergraduate students who are entering or continuing their undergraduate education on a full-time basis at an accredited institution in the fall. Thirty (30) scholarships of \$2,500 per student will be awarded annually (per calendar year) and are renewable for a total of four years or until graduation, whichever comes first, for a maximum of \$10,000 in total awards. For more information or to apply, visit the Scholarship page on the [Philips HR Portal](#) for more information.



- **AcceptU Children's Education Benefits**

AcceptU has provided support to help thousands of applicants get into the top 100 high schools, college and graduate programs. They provide 1-on-1 assistance with all aspects of the admission process, including pre-application planning, application strategy, essay writing and interview support. Philips employees are eligible for a complimentary 30-minute phone/video consultation with an AcceptU former college admissions officer and a 20% discount on any college admissions counseling plan (reference code: Philips Healthcare Benefit to enroll). Contact 855.437.8252 or visit www.acceptu.com for more information.

- **Philips North America Discount Program through PerkSpot**

As a Philips employee, you have access to the PerkSpot Employee Discount Program, an exclusive one-stop-shop for thousands of online discounts at your favorite national and local merchants - at no cost to you! This program provides you with access to an online marketplace that leverages the purchasing power of some of the largest employers in the United States.

Through this program, you and your family can get travel deals, entertainment tickets, gifts, fitness items and practical everyday necessities, like baby items and apparel—all online at specially negotiated discounted prices. Visit usaphillips.perkspot.com to learn more.



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Contacts

Health Advocate

Personal Health
Advocacy

(888) 367-7223
www.healthadvocate.com/members

PerkSpot

Employee Discount
Program

usaphillips.perkspot.com/

Hinge Health

Musculoskeletal (Knee,
Back or Joint Pain)

(855) 902-2777
www.hingehealth.com/philips

Care.com

Caregiving Needs

www.care.com

Alight

Coordinate Time Off

(866) 337-1597
philips.myleaveproservice.com/

Milkstork

Breast Milk Shipping

portal.milkstork.com/philips

HealthEquity

Flexible Spending
Accounts

(877) 924-3967
www.healthequity.com/philips

SupportLinc

Employee Assistance
Program

(888) 881-5462
www.supportlinc.com
(group code: philips)

Pelago

Virtual Substance
Abuse Treatment

my.pelagohealth.com/philips

CAPTRUST

Financial Wellness
Counseling

(800) 967-9948
captrustadvice.com/

Your Philips benefits are there to support your physical and mental well-being. Be sure to learn about and make the most of the benefits and resources available to you!

Resources

The Philips Benefits Center is your one-stop shop for all benefit related information.

Benefits Questions?

Contact Health Advocate if you have questions regarding your benefits, need a provider referral, help resolving claims and billing issues, or assistance scheduling tests and appointments. Hours of Operation: Monday-Friday, 8 am-12 am EST

 www.healthadvocate.com/philips  888-367-7223, Option 1

