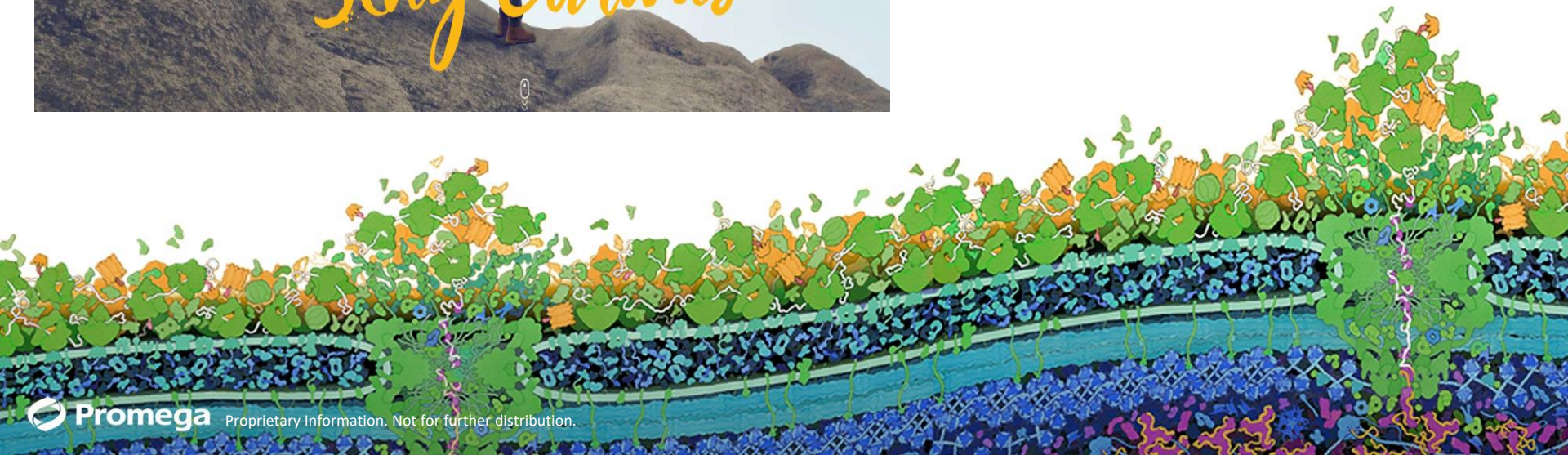


Promega Corporation



Diana Clark
Benefits Manager



Who is Promega?

With a portfolio of more than 4,000 products covering the fields of genomics, protein analysis and expression, cellular analysis, drug discovery and genetic identity, Promega is a global leader in providing innovative solutions and technical support to life scientists in academic, industrial and government settings.

Originally, founded in 1978 in Madison, Wisconsin, USA, Promega has branches in 16 countries and more than 50 global distributors serving 100 countries.

Promega employs 1500 employees globally, 1000 of which are U.S. based and work from the Madison, WI campus.



Caregiver Leave at Promega

Effective January 1, 2018, Promega implemented Caregiver Leave.

Caregiver leave is paid time off for an employee that is providing supportive care to an immediate family member with a serious medical condition.

This can apply to parents with newborns, caring for a spouse/partner that is permanently or temporarily incapable of caring for themselves, or caring for aging parents.



Caregiver Leave in 2018

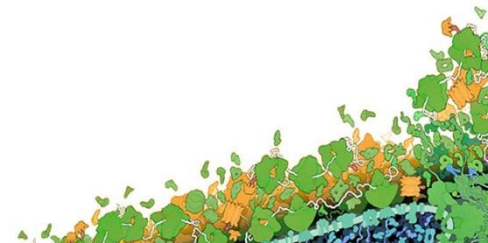
During 2018:

120 employees experienced Caregiver Leave time

12% of Promega's U.S. based population

Requests ranged from a few hours to 80+ hours

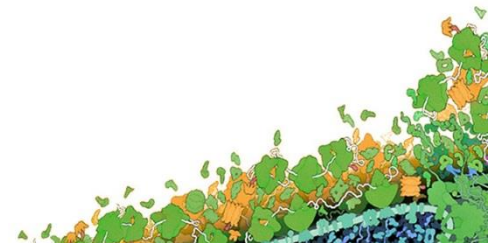
Experienced an increase in our paternity leave duration



Caregiver Leave Profile

#1 leave reason: caring for an aging or seriously ill parent

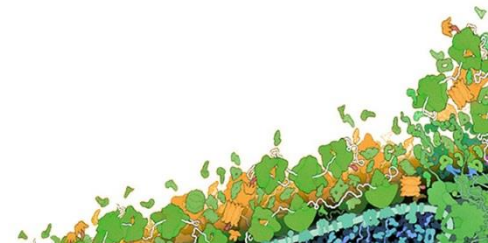
My mom was diagnosed with Stage IV Ovarian Cancer in August of 2015. We went thru three years of treatments, planned and unplanned surgeries and countless hospital stays. I was granted Caregiver Leave in April 2018 when she had a severe reaction to her treatment and spent a week in the ICU. Caregiver Leave allowed me to be in the hospital and at home with her while she was at her sickest and during the last moments of her life without me having to worry about maxing out my PTO or having to take time off unpaid.



Caregiver Leave Profile

#2 leave reason: bonding with a newborn

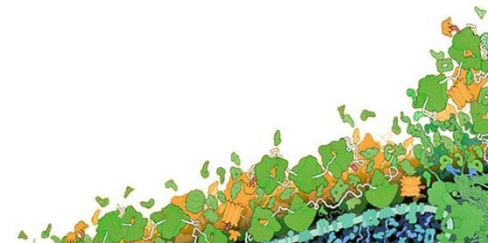
What a wonderful benefit the Caregiver Leave is. It was very nice to spend that kind of time with the new baby and give my wife a much needed hand with the other 3 kids while she's was on the mend. It's also great to not have to burn the bulk of my vacation for the year to do so, giving us all an opportunity to still plan some fun events and trips later in the year when we're all back on our feet.



Caregiver Leave Profile

#3 leave reason: caring for a child or spouse with a serious health condition

Figuring out my child's needs with respect to their condition feels like a full-time job some weeks. Coordinating the IEP through the school district, lining up aids to help us with his care, scheduling specialist appointments, etc. If I couldn't take time off for some of these meetings I don't know how I'd get it all done.



Caregivers – a hidden population



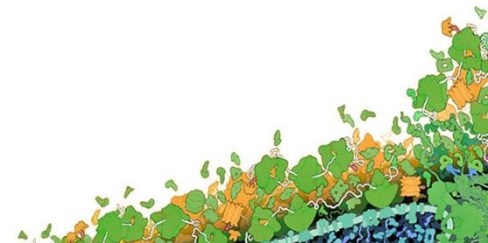
Caring for Caregivers

Phase 1 of program:

Research, approve, implement program and make 2 weeks of paid time off (annually) available to caregivers

Phase 2 of program:

Deepen our support of caregivers. Identifying specific resources that each type of caregiver may need. This includes social service resources, organizations that specialize in aging and disabilities, support networks for the caregivers themselves.



Caring for Caregivers

Mental health resources:

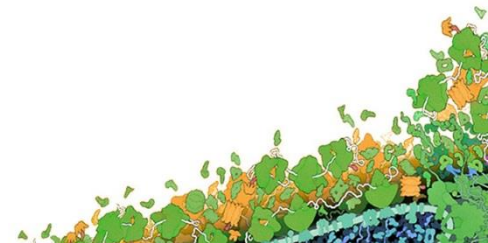
- Employee Assistance Program is not enough
- On-site counseling available (new in 2019)
- Bereavement & grief services

Community resources:

- Agencies or services for various needs
- Fostering peer mentor relationships

Supporting and empowering caregivers:

- Circle of caring
- Flexible schedule options
- Validating their time off



Caring for Caregivers

