

HIGH-IMPACT BENEFITS FOR A HIGH-PERFORMANCE WORKFORCE

Employer Solutions from Bright Horizons



Employees today are juggling more than just job responsibilities; they're also taking care of children and parents, all while growing careers and trying to preserve well-being. And when work and personal lives are out of balance, it's often the organization that loses. Here's where **Bright Horizons®** can help:

- **Retain Leaders:** Half of working parents consider leaving jobs for more family friendliness¹
- **Improve Productivity:** Employees caring for children and aging parents miss an average of 6.6 workdays each year²
- **Improve Engagement:** Parents lose hours of weekly worktime on tasks related to their child's college admissions process³
- **Develop Skills:** Millennials are foregoing continued education because of struggles to pay current debt⁴

Bright Horizons programs deliver real ROI in retention, productivity, engagement, skill development...and more.

BACK-UP CARE & WORK/LIFE SUPPORT

Saving clients hundreds of thousands of workdays otherwise lost annually to personal challenges

Back-Up Child Care

Getting employees to work on school holidays, and whenever regular care is unavailable

- National network of screened center-based and in-home providers
- Care consultants available 24/7/365
- Business continuity and natural disaster management programs
- Fully insured by Bright Horizons
- Comprehensive technology platforms

Back-Up Adult/Elder Care

Saving some of the 2.8 million workdays lost annually to unscheduled absences⁵

- National in-home network available last-minute or in advance
- Available during recovery from illness, or whenever regular care breaks down
- Care consultants available 24/7/365
- In-home medical and non-medical care
- Fully insured by Bright Horizons

Self-Serve Online Provider Network

Solving care challenges at an employee's convenience

- Nannies and caregivers for children
- Geriatric resources, planning, and referrals
- Homework helpers, tutors, pet care, housekeeping, and more

CHILD CARE & EARLY EDUCATION

Attracting, retaining, and empowering working parents

- On-site and near-site child care centers
- High-quality, full- and part-time care
- Hours that fit with parents' workdays
- Care and education for infants, toddlers, and preschoolers
- Transition of management to optimize operation of existing centers

¹ Modern Family Index, Bright Horizons, 2016

² The cost of Caregiving to the U.S. Economy, Gallup, 2011

³ College Coach Investment Impact Data, 2013

⁴ Generating Interest: College Debt's Toll on American Workers, Bright Horizons, 2016

⁵ U.S. Bureau of Labor Statistics

EDUCATIONAL ASSISTANCE & ADVISING

Boosting engagement and closing skills gaps with strategic education programs



Educational Coaching for Dependents

Saving substantial worktime otherwise lost to planning a child's educational future⁶

- Expert advice on saving for, paying for, and applying to college
- Live workshops, personalized guidance, and an online learning center
- Exclusive discounts on tutoring and test prep
- One call can save hours of time and thousands of dollars
- Resources to help parents of young children get off to a good start

GLOBAL WORKFORCE CONSULTING

Customized and strategic approaches to maximize human capital, created by our experienced team of Horizons Workforce Consulting[®] experts

- Dependent care needs assessment/effectiveness studies
- Workforce well-being assessments
- Benchmarking studies

6 College Coach Investment Impact Data, 2013
7 CDC 2013

Tuition Assistance Management

Retention-inspiring employee career growth carefully aligned with organizational talent goals

- Program administration and reporting
- Personalized educational advising
- Discounts at 200+ schools
- Policy review and benchmarking services

Student Loan Repayment

Attention-getting recruitment program to pay down student debt

- Policy and process design
- Benefit and payment administration
- Unbiased employee guidance on payment strategies
- Detailed reporting and program measurement

Special Needs Assistance

Loyalty-inspiring help for parents of the 1-in-5 children with special needs⁷

- Online platform to navigate the educational processes and services for children
- Guidance through diagnostic, IEP, and 504 planning
- Resources for a spectrum of needs, including behavioral issues, learning disabilities, autism, and ADHD
- Calibrated to state timelines, eligibility requirements, and resources

