



PARENTAL BENEFITS GUIDE

Supporting you and your family.

At ITW, we are committed to supporting you through every stage of your life. Whether you're a parent or thinking about becoming one, we offer family-friendly, inclusive benefits and programs that focus on your well-being while meeting the unique needs of you and your family.

Leave for New Parents

ITW provides company-paid benefits that allow you to take time off so you can bond with your new child(ren) and adjust to your new responsibilities as a parent.

Paid Parental Leave (PPL)

ITW offers up to four weeks of PPL — 100% of your base pay — for U.S. full-time, regular, non-union employees who become a parent through biological birth, adoption (age 13 or younger) or surrogacy. For more details and frequently asked questions, review the PPL Guide by logging on to [ITWEmployee.com](#) and clicking on [My Benefits > Disability and Leaves](#).

Short-Term Disability (STD)

As a birthing parent, you are eligible to receive a percentage of your base pay for STD. The plan generally provides six weeks of pay (or more, if medically necessary) to full-time, regular ITW employees.

FMLA Leave

ITW provides job-protected time off to eligible employees according to the Family and Medical Leave Act (FMLA). PPL and STD run concurrently with FMLA leave.

For eligibility and other program rules applicable to available leaves, log on to [ITWEmployee.com](#) and click on [My Benefits > Disability and Leaves](#). To learn how to file a leave claim, see the next page.

Benefits Enrollment Reminder

To enroll your newborn or minor child in ITW benefits, call **1.866.416.4931** or log on to [ITWEmployee.com](#) and click on [My Benefits > I Want to Add a Dependent to My Benefits](#). Make sure to enroll within 31 calendar days (including weekends and holidays) of a qualifying life event (birth or adoption). Benefits take effect on the birth or adoption date. The date of the event is considered day one of the 31 days. The last day to make changes is on day 31. (A Social Security number is not required to enroll your newborn.)

Growing Your Family

Fertility and Surrogacy Coverage

Our PPO and HealthSaver medical plans offer fertility coverage to help grow your family. The Blue Cross Blue Shield (BCBS) Assisted Reproductive Therapy (ART) program covers diagnosis and treatment of infertility and includes up to four retrievals and two more after a live birth. Surrogacy benefits are also covered. CVS Caremark covers a lifetime maximum of up to **\$20,000** for fertility prescription medications. Speak to a BCBS Benefits Value Advisor for details about covered procedures, costs and providers.

Blue Cross Blue Shield:

1.800.325.0320 | bcbsil.com/itw

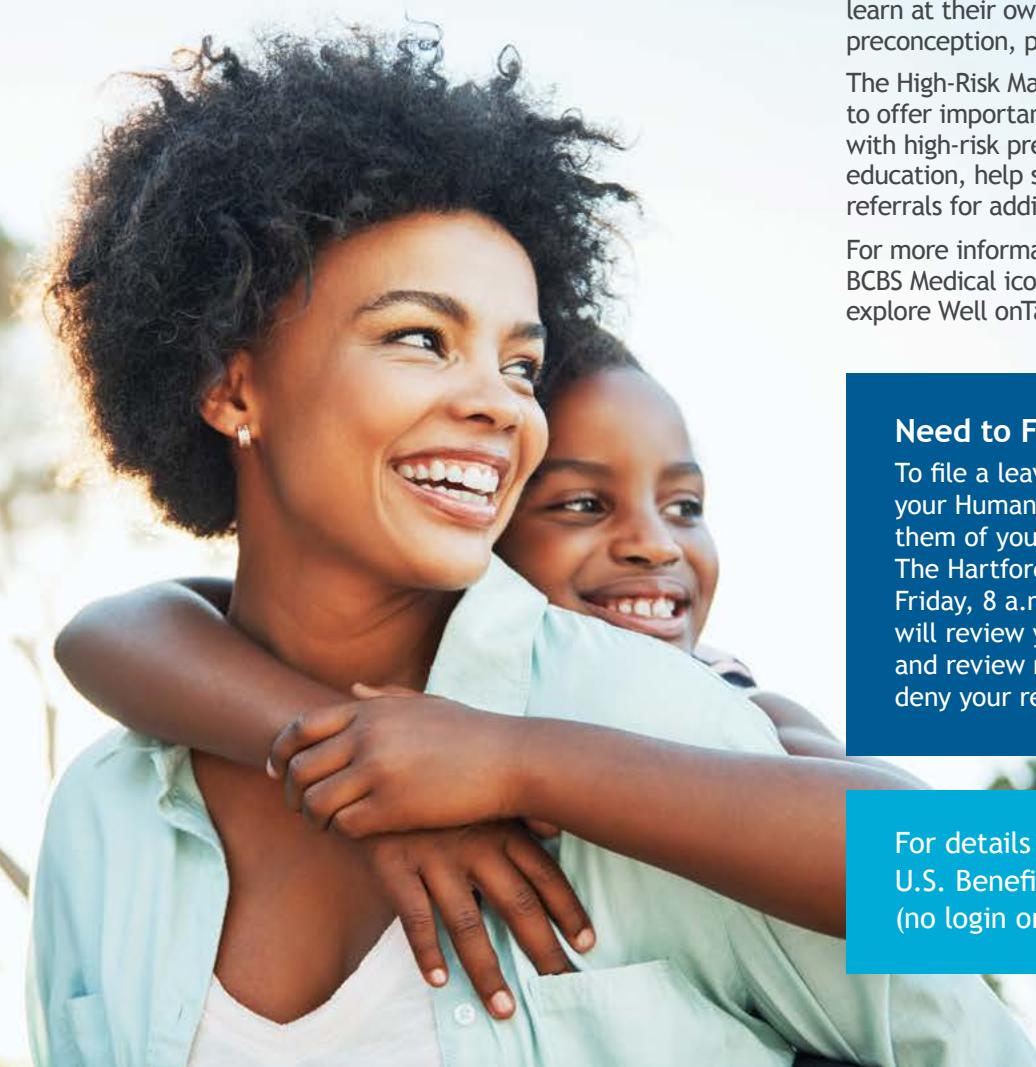
CVS Caremark:

1.888.437.4926 | caremark.com

Adoption Assistance

You can receive up to **\$5,000** per adoption (**\$6,000** for a special needs adoption) to reimburse the cost of eligible expenses that are directly related to the legal adoption of a child.

Log on to ITWemployee.com and click on **My Benefits > Health and Life Overview** for more information and program rules.



Other Support

Life Assistance Program

Whether you have a newborn or teenager, speaking with a licensed clinician can help with your parenting journey. Through the Life Assistance Program, you, your spouse or domestic partner, dependents up to age 26 and other household members have access to free mental health services along with a variety of free articles, videos, expert referrals for child and elder care services, and more.

SupportLinc:

1.866.489.5462 | text **SUPPORT** to **51230**

Supportlinc.com/itw (group code: **itw**)

Nurseline

Available 24/7, experienced registered nurses provide free confidential support to employees enrolled in any ITW medical plan and help determine the appropriate level of medical care and follow-up needed.

Blue Cross Blue Shield:

1.800.299.0274 | bcbsil.com/itw

Women's and Family Health

Through BCBS, members can access educational materials and support through the Well onTarget Healthy Pregnancy programs. These self-directed programs let members learn at their own pace, anytime, with lessons covering preconception, pregnancy, delivery and postpartum care.

The High-Risk Maternity Management program also continues to offer important outreach and support for members with high-risk pregnancies. BCBS clinicians provide health education, help support provider treatment plans and offer referrals for additional needs, including behavioral health.

For more information, visit ITWemployee.com, click the BCBS Medical icon and go to **My Health > Wellness** to explore Well onTarget resources.

Need to File a Leave Claim?

To file a leave claim, contact your supervisor and your Human Resources (HR) representative to notify them of your need for leave. You also need to call The Hartford at **1.888.883.2730**, Monday through Friday, 8 a.m. to 8 p.m. Eastern time. The Hartford will review your leave eligibility, set up your claim and review medical documentation to approve or deny your request.

For details about ITW benefits, go to the Explore U.S. Benefits section of ITWemployee.com (no login or password required).