

The Estée Lauder Companies Announces Bold Family-Related Benefits to Meet the Diverse Needs of Its Employees
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Paid Parental Leave Policy Expanded to 20 Weeks

New Adoption Assistance Program Provides Expense Reimbursement Up to \$10,000

Benefits Expand to Include In-Home Back-Up Child, Adult and Elder Care

[The Estée Lauder Companies Inc.](#) (NYSE:EL), the global leader in prestige beauty, today announced new and enhanced family-related programs, policies and benefits for its diverse employee base in the U.S. Effective May 1, 2018, Paid Parental Leave will be expanded to 20 weeks and an enhanced flexibility policy for parents returning to work will be implemented. The policies apply to all eligible employees, irrespective of gender. The company will also be adding or enhancing benefits around adoption, child and elder care, and infant transition support. These policies, which are among the most comprehensive in the United States, underscore The Estée Lauder Companies' continued commitment to being one of the nation's leading global employers.

"Family is important to us. We started as a family company more than 70 years ago, and today, we continue to demonstrate our philosophy of being family-first through an array of benefits that support the diverse needs of our employees," said Michael O'Hare, Executive Vice President, Global Human Resources. "We believe providing an abundance of options to our employees will help them thrive inside and outside of work."

The new and enhanced family-related benefits, programs and policies will include:

- **Paid Parental Leave and Back-to-Work Flexibility Policies**: Eligible employees, irrespective of gender and including parents adopting or fostering children, will be able to take 20 weeks of Paid Parental Leave at full pay and six weeks of back-to-work flexibility to allow all working parents to bond with their new child(ren) and transition back to work. This benefit is in addition to the Short Term Disability benefits typically available to mothers for six to eight weeks following childbirth.
- **Adoption Assistance Program**: Eligible employees can seek reimbursement up to \$10,000 for eligible expenses related to the legal adoption of a child under the age of 18, or older if it's a special needs adoption. The program covers costs such as fees relating to home surveys and legal filings; the child's medical expenses required for adoption; and required pre- and post-adoption counseling services.
- **In-Home Back-Up Child, Adult and Elder Care**: Back-up care will now include in-home care for children or adults/elders (in addition to the currently offered back-up child care at centers). An Infant Transition Program is also available, offering more days of care to parents who are transitioning back to work after the birth or placement of a child.

These benefits, programs and policies will be available to U.S.-based, full-time, The Estée Lauder Companies benefits-eligible employees who have completed more than 90 continuous days of service.

"Our company was founded on the belief that beauty is never one-size-fits-all, and it's critical that we offer benefits that model this same belief – giving our employees the diverse benefits they need for optimal well-being at any stage of their lives," said Sue Mosoff, Senior Vice President, Global Total Rewards.

Throughout its history, The Estée Lauder Companies has demonstrated a continued commitment to investing in its employees' personal and professional success by offering a variety of benefits, support options and learning opportunities. For U.S.-based, full-time, The Estée Lauder Companies benefits-eligible employees, these include Infertility Benefits, offering \$20,000 per year per enrolled employee; a Student Loan Contribution Program, offering up to \$100 per month towards eligible loans with a lifetime maximum of \$10,000; a Tuition Reimbursement Program, which offers reimbursement for pre-approved academic courses; and digital learning initiatives, which give employees access to expert-led courses and tailored learning experiences.

“As a company rooted in family values, we care deeply about our employees’ wellbeing,” Mr. O’Hare continued. “We know that our people, and prospective talent, want comprehensive benefits that promote and inspire work-life balance, and we are thrilled to offer a variety of options to help meet their needs.”

People interested in learning more about careers at The Estée Lauder Companies in the U.S. and abroad can visit: <https://www.elcompanies.com/talent/careers>.

About The Estée Lauder Companies Inc.

The Estée Lauder Companies Inc. is one of the world’s leading manufacturers and marketers of quality skin care, makeup, fragrance and hair care products. The Company’s products are sold in over 150 countries and territories under brand names including: Estée Lauder, Aramis, Clinique, Prescriptives, Lab Series, Origins, Tommy Hilfiger, M·A·C, Kiton, La Mer, Bobbi Brown, Donna Karan New York, DKNY, Aveda, Jo Malone London, Bumble and bumble, Michael Kors, Darphin, Tom Ford, Smashbox, Ermenegildo Zegna, AERIN, Tory Burch, RODIN olio lusso, Le Labo, Editions de Parfums Frédéric Malle, GLAMGLOW, By Kilian, BECCA and Too Faced.

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