

- Family and Dependent Care
- Strong4Life
- Convenience
- Other Work Life Support



# E SUCCESS

# Family and Dependent Care

## Childcare Centers

If you are a regular full-time or regular part-time employee, you are eligible to enroll dependent children in one of three childcare centers supported by Children's: New Generations, The Clifton School and The Clifton School at Clairmont. Enrollment is subject to available openings, and subsidies are provided to employees who qualify. As a Children's employee, you also may take advantage of discounts provided through The Sunshine House childcare centers located throughout metro Atlanta. For more information, contact the centers directly (See Page 48).

## Childcare Credit

If you are a regular full-time or regular part-time employee and have dependent children in day care, you may be eligible to receive up to a \$40 credit each pay period. This credit helps defray the cost of childcare expenses and may be accessed through the Dependent Care Account (See Page 24); simply enroll in the Dependent Care Account. The total amount you elect will include the \$40 Childcare Credit. Once you have accumulated sufficient childcare expenses, complete a claim form and send it, along with appropriate receipts, to WageWorks to receive your reimbursement. Visit Careforce Connection for more information or to receive a claim form. You must re-enroll each year.

## Backup Care Options

Children's provides assistance for all employees seeking temporary care for infants through the elderly, whether they are healthy or mildly ill. Example situations include: your regular caregiver is unavailable (including a spouse), your child or adult family member is ill, school or day care is closed (for any reason) or your adult family member is recovering from medical treatment. Bright Horizons Family Solutions provides access 24 hours a day, seven days a week to carefully selected childcare centers and highly qualified home care professionals who are available to deliver temporary care. The program is very affordable at \$2 per hour for each child for center-based care or \$6 per hour for home care (home care rate applies for up to three dependents). All caregivers are FBI-background checked, CPR/First Aid-certified, licensed, insured and experienced in childcare or adult/elder care.

All active employees, including PRNs, may use the program for up to 80 hours a calendar year, and for your convenience, fees are payroll-deducted. Because this service is only for temporary breakdowns in care, you can only use Backup Care Options when you would otherwise have to miss work. Contact Bright Horizons Family Solutions at <http://brighthorizons.com/> to schedule care or find out more information. First-time users, enter the following information:

Username: choa

Password: hopeandwill1

## Sitter Service

Through our partnership with Sittercity.com, Children's provides employees with free access to a database of 3,000 sitters, nannies, pet sitters and house sitters in metro Atlanta. To find a service, just register online or by phone and view profiles of sitters matching your needs, including their certifications, languages spoken, type of care, hourly rate and available times. Sitters are even available for holidays, such as Valentine's Day and New Year's Eve.

## Working Mother Support

Working moms have access to an online community on Careforce Connection where they can find tips for success and links to programs that can help them meet the challenges of having a career and taking care of a family. For more information, visit the Work Life Success page on Careforce Connection.

## Baby Showers

Every other month, Children's throws a baby shower for expecting parents (including adoptive parents). In addition to a gift, valuable prize drawings and refreshments, parents receive answers to questions about childcare needs, FMLA and benefits.

## Prenatal Screening

Future Moms is a free program to help parents make informed choices and give their babies a healthy start. The program includes a personal health coach, nutritional counseling, and postpartum support and guidance. Register for Future Moms by calling 866-347-8360. Online access to information about your pregnancy is also available 24 hours a day at MyHealth at [www.anthem.com](http://www.anthem.com).

## Adoption Assistance

The Children's Adoption Assistance Plan provides reimbursement for certain reasonable and necessary expenses associated with the adoption of a child. The expenses must be directly related to, and incurred for the purpose of, the legal adoption of an eligible child. The plan will pay for up to two adoptions per lifetime, up to \$10,000 per adoption. There are certain other restrictions and provisions that apply. You may obtain a copy of the Adoption Assistance Plan Summary from Careforce Connection. All regular full-time and regular part-time employees employed by Children's for at least six months before they incur a qualifying expense are eligible to participate.



At Children's, we believe the health of our employees comes first, so we take wellness to heart. After all, we need to take care of ourselves to take care of the kids we serve. Children's is committed to wellness and designed the Strong4Life program to provide you with the structure and support you need to set goals. Our healthy cafés and vending machines, complimentary on-site trainers, registered dietitians and fitness classes keep wellness fun and convenient. We offer initiatives based on employee interests and feedback as well as health needs we've identified through biometrics and our Health Risk Assessment (HRA). Whether you want to maintain your good health or become healthier, our comprehensive programs will meet your needs. Strong4Life offers opportunities for prevention, maintenance and health and wellness improvement. The program features four themes centered on support, activity, nutrition and fun.

**4Support.** From healthy lifestyle development, individual health coaching and programs designed to improve your health and well-being, we provide both group and personalized support. We offer System and department lectures and seminars on a variety of topics including stress management and resilience.

**4Activity.** We make it easy, convenient and fun to get moving. We have free on-site fitness classes, organized sports, sponsored events such as walks, runs and triathlons, as well as our Stair Gyms. We also provide our staff with free pedometers and regularly host challenges for the most steps taken, so you can increase your physical activity and win great prizes along the way.

## Infertility Assistance

Infertility Assistance for certain reasonable and necessary expenses incurred by you or your spouse due to infertility is covered under the health plans. The maximum lifetime benefit for each eligible employee (and spouse) is \$10,000. You may obtain a copy of the Infertility Assistance Plan Summary from Careforce Connection.

All regular full-time and regular part-time employees employed by Children's for at least six months before they incur a qualifying expense are eligible to participate.

**4Nutrition.** Children's makes it simple to eat healthy in the workplace. Attend our monthly onsite nutrition seminars complete with healthy cooking demonstrations. Our healthy vending machines make it easy to "snack smart" by offering reduced prices for healthier items and clear indications of healthier selections within each machine. Looking for a more personal nutrition plan for you and your family? Take advantage of our free consultations with one of our Strong4Life registered dietitians.

**4Fun.** Our goal is to help you find the fun in exercise at Children's by offering fresh, motivating activities and events for all levels. We regularly offer friendly competitions, special recognitions, rewards and lots of surprises along the way.

Visit the Strong4Life pages on Careforce Connection to learn more about the variety of activities Children's offers through Strong4Life, including the ones below.

## Something for Everyone

Children's has created several award-winning, innovative programs especially for you. Employees have surpassed their weight loss goals through Mission: Slimpossible, Points4Pounds, You4Life Leaders and the Holiday Survival Challenge. Looking for a great way to engage your whole family in healthy pursuits? Consider the Children's Family Wellness program where employees and their families engage in weekly health coaching and goal setting with our Strong4Life team and have the opportunity to work together as a family to improve their wellness while spending more time together and having fun along the way.