

United Business Media

**Adoption Assistance**

Full-time regular employees with 1 year of full-time service are eligible for adoption assistance. The Company will reimburse 100% of eligible expenses (with a lifetime maximum of \$15,000 per employee). Reimbursement is provided as eligible expenses are incurred.

**Parental Leave**

The Company understands the importance of all parents needing time to bond with their newly-born or adopted children. If you are a full-time regular employee with 1 year of full-time service, you are eligible for 2 weeks of paid time off if you or your spouse gives birth or if you adopt a child or take in a foster child unrelated to you or your spouse. Parental leave runs concurrently with FMLA and must be taken during the six-month period following the birth of the child or the placement of an adoptive or foster child in your home. Parental leave may be taken in a 2-week consecutive period or in separate 1-week increments. Acquired employees must have 1 year of service from acquisition date for parental leave.

Courtesy of United Business Media

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