



WRK/360

Navigating the Intersection of Career, Parenting, & Caregiving

Family-Friendly Company Checklist



Paid Leave

- Parental Leave of 16+ weeks
- For both birthing and non-birthing parents
- No waiting period required
- Annual Sick, Vacation, Family Time Off



Robust healthcare coverage including:

- Lactation support
- Mental health
- Physical therapy
- Breast pump



Childcare Support

- Dependent Care
- Back-up Care
- On-site Care
- Stipend
- Sick days to care for child



Pumping | Lactation Support

- Private room with comfortable space and sink
- Breast milk shipping services



Career Coaching Support

- Parental Leave Transition Coaching
- Working Parents & Caregivers Coaching



Flexibility

- Ramp up | Re-onboarding after leave
- Hybrid | Remote options
- Flexible schedules



Culture of Care

- Training for managers
- Acknowledges and celebrates families
- Upper Management models caregiving

Coaching, Training & Resources For Employees & Their Managers

Learn more at wrk360.com