

BRIGHT HORIZONS IS COMMITTED TO YOUR WELLBEING

Your **Bright Horizons**[®] benefits support your wellbeing and help you build resiliency in your life, your work, and at home.

The programs, services, and resources listed here can help you and your family overcome challenges, achieve your goals, and be your best in every area of your life.



Health

Wellness and resiliency

Medical insurance

- ▶ Prescription drug coverage
- ▶ Health condition management

Dental insurance

Vision insurance

Disability insurance

- ▶ Short-term disability
- ▶ Long-term disability

Life and accident insurance

- ▶ Basic life
- ▶ Supplemental life
- ▶ Accidental death & dismemberment (AD&D)
- ▶ Business travel accident (BTA)
- ▶ Identity fraud support
- ▶ Travel assistance
- ▶ Estate and will-planning services

CirrusMD text-first medical care

Spring Health (EAP)

- ▶ Mental health, coaching, and care navigation
- ▶ Financial, legal, and work/life guidance



Finance

Planning and management

401(k) retirement plan with company match

Flexible spending accounts

- ▶ Healthcare flexible spending account
- ▶ Dependent care flexible spending account
- ▶ WageWorks commuter benefits

Metro Credit Union member benefits

Real estate advantage program



Time off

The time you need

Vacation time

Sick time

Holidays

Paid time off for jury duty

Paid bereavement leave

Leaves of absence



Career

Professional development

Horizons Teacher Degree Program

- ▶ Educators can earn associate and bachelor's degrees in early education completely free

Child Development Associate (CDA) training
Tuition assistance
Education network discounts and services
Career and education coaching



Family

Caregiving support and resources

Child care discount

Bright Horizons Back-Up Care™

- ▶ Center-based child care
- ▶ In-home child care
- ▶ Adult and elder care
- ▶ Virtual tutoring for child and adult learners

Bright Horizons College Coach®

Bright Horizons Special Needs™

Bright Horizons Enhanced Family Supports™

- ▶ Sittercity independent caregiver network
- ▶ Years Ahead elder resources

Bright Horizons Elder Care™

Bright Horizons Family Concierge

Adoption assistance



Discounts

Special rates and deals

Shopping and entertainment

Cell phone service

Movie tickets

Fitness center memberships

BH Benefits Market

- ▶ Auto, home, and renters insurance
- ▶ Identity theft protection
- ▶ Employee purchase program
- ▶ Long-term care insurance
- ▶ Pet insurance



EMPLOYEE REFERRAL PROGRAM

Earn extra cash through our Employee Referral Program (ERP)! You could be eligible to receive a bonus when you refer friends, family, former coworkers, or others who join our Bright Horizons family!

FOR MORE INFORMATION

To learn more about the benefits and resources available to Bright Horizons employees, visit:

careers.brighthouse.com/us/en/benefits



Bright Horizons.