

# TI Corporate Citizenship Topic Brief



Employee work-life balance

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## Why it matters

Helping employees manage their professional and personal lives is a challenge for every company. At TI, we put programs in place to reduce daily stressors that can interfere with workplace satisfaction and productivity. We believe that offering work-life support helps us attract, engage and retain top talent.



See Our employees to learn about our human resources management strategies, governance structure and grievance mechanisms.

## Our approach

Work-life balance is essential at all our sites across the globe. That's why we invest in resources and programs to assist Tiers where we can.

## Our goals

We voluntarily establish site-specific goals depending on unique work-life programming needs and provide many Tiers with flexible work schedules.

## How we manage

In 1994, we formally launched initiatives to support managing work and life responsibilities. Today, employees and managers have access to comprehensive online resources to guide them in creating a more flexible workplace.

Depending on the role, a variety of options may be available including flextime, compressed workweeks, reduced work schedules, job sharing and telecommuting. Initiatives vary globally depending on specific work cultures and government-subsidized programs. Employees who work remotely on a regular basis work with their managers to establish a schedule that meets the guidelines of our Flexible Work Arrangements Policy.

Our U.S. work-life programs primarily include:

- Resources and referrals for childcare, elder care and travel
- Concierge services that handle personal transactions, such as vacation planning and making reservations
- Maternity, paternity and adoption support and reimbursement

- Private lactation rooms to support new mothers returning to work
- Discounted child care, seasonal children's camps and "parent's night out" events
- Parenting education, support and online communities

## Oversight

Our manager who oversees work-life programs reports to the director of Global Benefits. Governance is achieved through a team of ethics, legal, human resources (HR) and benefits leaders, who create policies that are then approved by HR leadership.

## Evaluating our progress

To refine our program offerings, we engage employees and audit our programs annually. This helps us close gaps, remain competitive within the industry and improve services where needed.

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