

Welcome to Clorox!

THE PLACE TO BE WELL AND BE YOU

Performing at your best is easier when you've got a great support system behind you. So, whether you're looking for physical, emotional, financial or social support, we've got the benefits, programs and resources to help you be your best self. Now that you've joined us, we can't wait to help you and your loved ones thrive every day!

GET STARTED TODAY!

There are a few important steps you must take. **Review the following roadmap** to learn about them, as well as everything available to you as a Clorox teammate. Some steps require you to make benefits decisions in your first 31 days of employment, while others are available to you all year round.



Learn about the health and welfare benefits you'll need to elect in the first 31 days if you'd like coverage:*

- Medical, dental and vision
- Personal contributions to your FSAs or HSA
- Supplemental health benefits
- Supplemental life and/or accidental death and dismemberment (AD&D) insurance

* On day one, you are automatically enrolled in the 401(k) Retirement Plan; 6% of your pre-tax pay will be contributed to the plan. For more information see [page 4](#).



Once you have access to the enrollment platform, **elect your benefits** within 31 days of your start date to have coverage (retroactive to your date of hire).

Access the enrollment platform by visiting the Health & Welfare Service Center on Clxhub or at cloroxbenefitsinfo.com.



Explore and participate in the many tools and resources available all year long to you and your loved ones. We offer rich programs with something for everyone that you can use whenever you feel you need them.

Be Well. Be You.



Overview of Benefits



No cost to teammates

- Company contributions to the HSA[†]
- Time off programs (except for the Vacation Purchase Program)
- Paid parental leave (full- and partial-paid)
- \$20,000 lifetime family-forming benefit: fertility,* adoption and surrogacy support (Carrot)
- Short- and long-term disability coverage
- Basic life and accidental death & dismemberment (AD&D) insurance (MetLife)
- Business travel & accident insurance (Chubb)
- Mental and work-life wellbeing program (Spring Health)
- Expert Second Medical Opinion (2nd.MD)*
- Diabetes management (Teladoc Health Chronic Condition Management Program)*
- Wellness program (Virgin Pulse)*
- Weight loss support (Real Appeal)*
- Meditation and sleep app (Calm)
- Caregiving support (Helpr)
- Education assistance (Bright Horizons)
- Commuter assistance (HealthEquity/WageWorks)
- Financial planning support (Ayco)



Cost shared between teammates and Clorox

- Multiple medical plan options with prescription drug and behavioral health coverage:
 - The HSA (Partnership in Health) plan, administered by United Healthcare (UHC)
 - The PPO (Surest) plan, administered by Surest (a UHC company)
 - The Kaiser plan (CA only)
- Contributions to the Health Savings Account (HSA), if you elect the HSA (Partnership in Health) plan
- Dental coverage (UHC)
- Vision coverage (VSP)
- 401(k) plan contributions (Vanguard)
- GIFT donation match program



Teammate-paid benefits

- Contributions to Healthcare and Dependent Care Flexible Spending Accounts (FSAs)
- Supplemental health benefits: Accident, Critical Illness and Hospital Indemnity Insurance (Securian)
- Supplemental life and accidental death and dismemberment (AD&D) insurance (MetLife)
- Non-Qualified Deferred Compensation Plan (NQDC) (limited eligibility; Voya)
- Employee Stock Purchase Plan (ESPP) (Morgan Stanley)
- Vacation Purchase Program (VPP) for non-exempt hourly teammates

BENEFITS ELIGIBILITY

All teammates regularly scheduled to work more than 20 hours per week are eligible for our benefits. Additionally, interns are eligible for medical, supplemental health and our mental work-life wellbeing benefits.

PAYING FOR BENEFITS

Clorox teammates receive paychecks on a bi-weekly basis. For any benefits you elect that have a cost, deductions will come out of your bi-weekly paycheck.

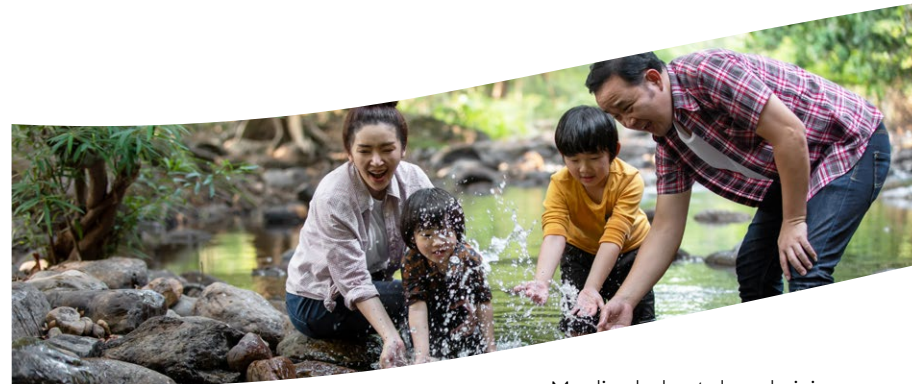
[†] Company contribution amounts to the HSA are prorated based on your date of hire.

* Available at no cost to teammates and dependents enrolled in a Clorox-sponsored medical plan.



Roadmap: In Your First 31 Days...

WHAT TO DO



Learn about all of the different benefits, tools and resources

available to support you and your family's health as a teammate at Clorox.

Make your health and welfare benefit elections

within 31 days of your date of hire to have coverage. Otherwise, you won't be able to elect coverage until the next Annual Enrollment period in the fall, unless you experience a Qualified Life Event (such as marriage, divorce or the addition or loss of a dependent). Benefits that require an election include:

- Medical, dental and vision coverage
- Any contributions you'd like to make to your FSAs or HSA*
- Supplemental health insurance benefits (Accident, Critical Illness and Hospital Indemnity)
- Supplemental life and/or AD&D insurance

* For the HSA, Clorox will pro-rate the company contribution for teammates hired after Jan. 1. You may change your contribution amount at any point throughout the year.

Note: Any coverage you elect within the first 31 days is effective retroactive to your hire date at Clorox.

Make your contribution decisions for your financial-related benefits. Elect the following contributions:

- 401(k) Retirement Plan
Note: You will be auto-enrolled at 6% pre-tax, unless you make a change. After one year of service, you will be eligible for a Clorox contribution of up to 10%: a company match of up to 4% of pay (vests immediately) and an annual company contribution of up to 6% of pay (vests over 5 years).
- NQDC (if eligible)
- Employee Stock Purchase Plan (ESPP)
- Commuter benefits

i WHERE TO GO

cloroxbenefitinfo.com to access the Benefits Guide and more information from each of our benefits providers

Clxhub > U.S. Total Rewards > Health & Welfare Service Center

Please note: It may take up to three business days from your hire date to access and complete your enrollment by phone or directly at cloroxbenefits.com (up to five business days via **Clxhub > U.S. Total Rewards > Health & Welfare Service Center**).

- **401(k):** Clxhub > U.S. Total Rewards > 401K Plan
- **NQDC:** Clxhub > U.S. Total Rewards > NQDC Program
- **ESPP:** [https://team.clorox.com/sites/ClxWeb/hr/SitePages/Employee-Stock-Purchase-Plan-\(ESPP\).aspx](https://team.clorox.com/sites/ClxWeb/hr/SitePages/Employee-Stock-Purchase-Plan-(ESPP).aspx)
- **Commuter benefits:** Clxhub > U.S. Total Rewards > Commuter Benefits



In Your First 90 Days...

WHAT TO DO



Understand your available time off. No matter what you need the time for, we're here to help you. Depending on your status as an exempt (salary) or non-exempt (hourly) teammate and job type (production or nonproduction), you have access to several different types of time off programs.

	Nonproduction Exempt (Salaried) Teammates	Nonproduction Non-Exempt (Hourly) Teammates	Production (Hourly) Teammates
Flexible Time Off (FTO)	✓	N/A	N/A
Vacation Time	N/A	✓	✓
Time Off for Children's School Activities	✓	✓	✓
Vacation Purchase Program (VPP)	N/A	✓	✓
Floating Holidays	N/A	✓	N/A
Flex Time	N/A	N/A	✓
Mental Health and Well-Being Time	✓	✓	N/A



After you've learned about your benefits and made your elections as a new Clorox teammate, be sure to learn about the programs available to support your physical, mental, financial and social health all year long. The sooner you discover these tools and resources, the sooner you can take advantage of them!

Sign up for Virgin Pulse, our well-being program tracker, to build healthy habits and earn rewards. Receive up to \$100 per quarter in Pulse Cash when you complete qualified activities. You can earn up to \$400 in Pulse Cash annually to redeem for gift cards, merchandise or donations to charity.

WHERE TO GO

[Clxhub > People & Culture > People Center > Compensation, Time & Benefits > U.S. Time & Pay Info](#)

[Clxhub > U.S. Total Rewards > Quick Links > Wellness Tracking-Virgin Pulse](#)

Note: You must complete your new hire enrollment in the Health & Welfare Service Center first to have access to Virgin Pulse. If you don't, you will have access to Virgin Pulse 31 days after your hire date.



WHAT TO DO



Sign up for Real Appeal, a web-based weight management program, to receive online coaching and resources to help you achieve your goals.

(Note: Real Appeal is available to teammates and dependents age 18+ with a BMI of 20+ who are enrolled in a Clorox-sponsored medical plan.)



Learn about our family-forming benefits:

Clorox offers a \$20,000 combined lifetime family-forming benefit to help our teammates and their loved ones with their fertility, adoption and surrogacy needs. Adoption and surrogacy coverage is available to all benefits-eligible teammates and dependents, while fertility benefits are available to those enrolled in a Clorox-sponsored medical plan.

With our family-forming benefits, you can also receive healthy hormonal aging (menopause and low T) support.



Discover the following year-round resources available to help you. Learn more about these programs so you're ready to use them whenever you need to.

*The following benefits are available to **all benefits-eligible teammates.***

Mental and work-life well-being program: All teammates and family members age 6+ have access to Spring Health, a cutting-edge Employee Assistance Program (EAP) that provides access to easy-to-use services and tools that support all aspects of mental health and work-life well-being.

WHERE TO GO

clorox.realappeal.com or call 844-344-7325

[Clxhub > U.S. Total Rewards > Quick Links > Family Forming Benefits \(Carrot\)](#) or app.get-carrot.com/

[Clxhub > U.S. Total Rewards > Spring Health](#) or clorox.springhealth.com (access code: clorox) or 855-629-0554



WHAT TO DO



Calm: Get help winding down, dip your toe into mindfulness with meditation, movement or relaxing music, or find soothing bedtime stories—for you and/or your children. Or maybe you want sharper focus so you can unlock your own creativity. The Calm app has something for everyone and allows you to add up to five dependents.

Caregiving support: We've partnered with Helpr to provide you with primary and backup caregiving resources, from care consultants available to help you find personalized care solutions, to backup care for children and adults and 1:1 academic support for your child.



Ayco (a Goldman Sachs company): Ayco is our financial planning provider and can assist with planning your finances for today, tomorrow and the future. Ayco can help you learn how to maximize your savings for retirement and determine the right health plan choice for you.

Education Assistance (Bright Horizons):

Get reimbursed for eligible education expenses up to \$3,000 per fiscal year.

GIFT donation match: When you donate to your favorite non-profit organization through payroll deductions, the Clorox Company Foundation will match your donation, up to \$2,500 per year.

And, as a new hire, Clorox will contribute \$25 to your GIFT account to use within a year!

WHERE TO GO

Clxhub > U.S. Total Rewards > **Calm** or download the Calm app and sign up using your name and company email

Clxhub > U.S. Total Rewards > **Helpr**, helpr-app.com/clorox-usa or 877-417-4883

Clxhub > U.S. Total Rewards > **Financial Planning (Ayco)**

Clxhub > Our People > **Learning & Development**

Clxhub > People & Culture > **Giving (GIFT) & Volunteering**



WHAT TO DO



The following resources are available to teammates and dependents enrolled in a Clorox medical plan.

Virtual care: Talk with a doctor from the comfort of your own home.



Teladoc Health Chronic Condition Management:

Clorox partners with Teladoc Health to support members living with diabetes or prediabetes, and who are at risk for high blood pressure better manage their conditions. Eligible participants* can enroll and receive advanced blood glucose meters with unlimited test strips and lancets, blood pressure monitors, cellular connected smart scales, tracking tools, personalized one-on-one support from expert coaches and dedicated support for stress, sleep and anxiety.

* This program is available to all members enrolled in a Clorox medical plan. Dependents under age 13 will require parental consent.



Expert Medical Opinion:

2nd.MD provides access to a world-class team of doctors. They'll review your medical records and provide a confidential second opinion about your diagnosis and treatment plan.



WHERE TO GO

- **For The HSA (Partnership in Health) plan:** myuhc.com, download the UnitedHealthcare mobile app or call 855-615-8335.
- **For The PPO (Surest) plan:** benefits.surest.com, download the Surest mobile app or call 866-683-6440.
- **For the Kaiser plan:** select.kaiserpermanente.org/the-clorox-company, download the Kaiser app or call 866-454-8855.

You can also check in with your PCP to see if they offer virtual visits.

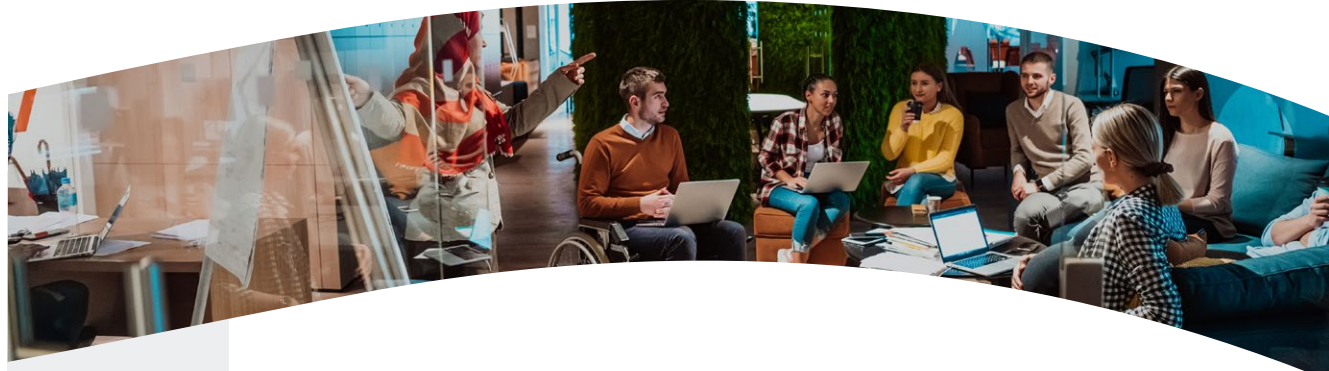
If you enroll in the PPO (Surest) plan, there is no cost to you for services covered under this program. If you enroll in the HSA (Partnership in Health) plan, doctors' visits, lab work and testing supplies will be covered at 100% after you reach your deductible. You will also only need to pay a \$5 copay for a 30-day supply of diabetes and/or high blood pressure medications.

Please note: If you are enrolled in the Kaiser plan, contact them at kp.org or 800-464-4000 to learn more about the Kaiser Diabetes Support program.

[Clxhub > Quick Links > U.S. Total Rewards > Expert Medical Opinion Services \(2nd.MD\)](#) or [2nd.MD/clorox](#)



WHAT TO DO



Travel & lodging benefit: If you are enrolled in the HSA (Partnership in Health) plan or the PPO (Surest) plan and no in-network provider is available in your area, Clorox offers a \$10,000 lifetime travel and lodging benefit to assist with travel beyond 50 miles to receive the care you need for all covered medical services.

Get to know Clorox!

Become part of the Clorox culture: Consider joining an Employee Resource Group (ERG), designed to help drive inclusion, diversity, equity and allyship within Clorox. With more than 3,000 members, ERGs aim to foster greater understanding of different perspectives and backgrounds through cultural events and panel discussions.

- BELIEVE
- CelebrAsia
- diverseABILITY
- HOLA (Hispanic/Latinx)
- Interfaith Group
- Mental Health Champions
- NATIV (Native American, Tribal and Indigenous)
- NexGen (millennial and Gen Z)
- ORBIT (virtual workforce ERG)
- Parents ERG
- Pride (LGBTQ+)
- SHOW (women)
- VetNet (veterans)

i WHERE TO GO

- **For The HSA (Partnership in Health) plan:** myuhc.com, download the UnitedHealthcare mobile app or call 855-615-8335
- **For The PPO (Surest) plan:** benefits.surest.com, download the Surest mobile app or call 866-683-6440.

[Clxhub](#) > [Our People](#) > [Inclusion, Diversity, Equity, Allyship \(+ERGs\)](#)



WHAT TO DO



Learn more about our Environmental, Social and Governance (ESG) Platform:

Discover our approach to healthy lives, a clean world and thriving communities.

Learn more about our IGNITE strategy: At Clorox, success means delivering purpose-driven growth – growth that not only maximizes economic profit but also makes a meaningful and positive impact on the world around us.

The IGNITE strategy accelerates innovation in key areas of our business and integrates environmental, social and governance priorities into our decision-making.

Doing the right thing for all our stakeholders – including our employees, consumers, neighbors and investors – is the Clorox way to deliver value.

Take advantage of our company discounts! As a Clorox teammate, you have access to exclusive discounts on some of our brands, including:

- Burt's Bees
- Rainbow Light
- Renew Life
- Natural Vitality (Calm)
- Neocell
- Stop Aging Now (Nurtanext)
- True Health

Express your gratitude and recognize teammates through Bravo, and you may be able to earn Bravo points to redeem for merchandise.

WHERE TO GO

<https://www.thecloroxcompany.com/responsibility/esg-governance/>

<https://www.thecloroxcompany.com/company/ignite-strategy/>

https://team.clorox.com/sites/ClxWeb/CloroxWebNews/SitePages/20200706_EmployeeDiscounts.aspx

Access Bravo on the Clorox network at team.clorox.com/sites/Bravo.



Want to learn more about our Clorox benefits?

Contact any one of our vendor partners for support or submit a ticket to people@clorox.com.

For detailed plan information, such as Summary Plan Descriptions (SPDs) and other important documents, visit [Clxhub > U.S. Total Rewards > Health & Welfare Service Center > Menu > Items to Explore](#).

Topic	Where to get information
Clorox Benefits Support	
General Information <ul style="list-style-type: none"> • Details about your benefits • Resource guides for Qualified Life Events • Recorded webinars • Compliance documents 	cloroxbenefitsinfo.com
Enrollment support <ul style="list-style-type: none"> • Enrolling in your benefits • Benefits questions about your specific situation 	Clorox Health & Welfare Service Center <ul style="list-style-type: none"> • Single sign-on: Clxhub > U.S. Total Rewards > Health & Welfare Service Center • Directly: cloroxbenefits.com • Phone: 833-550-5600 (Mon-Fri, 6 a.m. – 5 p.m. PT)
Personalized Information <ul style="list-style-type: none"> • Total Rewards information • Total compensation • Benefit contributions • Retirement balances 	U.S. Total Rewards website <ul style="list-style-type: none"> • Single sign-on: Clxhub > Quick links > U.S. Total Rewards
“Our People” Support <ul style="list-style-type: none"> • My development • Keep learning • My pay & benefits • Manager resources • Quick links 	Our People website <ul style="list-style-type: none"> • Single sign-on: Clxhub > People & Culture > People Center
Medical Coverage	
UnitedHealthcare (UHC) <i>(Group number: 225497)</i>	The HSA (Partnership in Health) plan <ul style="list-style-type: none"> • Phone: 877-468-1028 • Online: whyuhc.com/clorox
Surest	The PPO (Surest) plan <ul style="list-style-type: none"> • Phone: 866-683-6440 • Online: benefits.surest.com
OptumRx	Prescription Drug Coverage <ul style="list-style-type: none"> • Phone: 800-562-6223
Kaiser Permanente (CA teammates only)	<ul style="list-style-type: none"> • Phone: 800-464-4000 • Online: kp.org
2nd.MD <ul style="list-style-type: none"> • Medical Second Opinion 	<ul style="list-style-type: none"> • Online: 2nd.md/clorox • Smartphone: Download the 2nd.MD app
Carrot <ul style="list-style-type: none"> • Family-forming benefits 	<ul style="list-style-type: none"> • Phone: 888-817-9040 • Online: app.get-carrot.com/
Securian <ul style="list-style-type: none"> • Accident Insurance • Critical Illness Insurance • Hospital Indemnity Insurance 	<ul style="list-style-type: none"> • Phone: 855-750-1906 • Online: securian.com/clorox-insurance



Topic	Where to get information
Other Health Coverage	
UnitedHealthcare (UHC) Dental	<ul style="list-style-type: none">• Phone: 877-816-3596• Online: myuhc.com > Search > National Options PPO 10 plan
Vision Service Plan (VSP) (Group number: 00818601)	<ul style="list-style-type: none">• Phone: 800-877-7195• Online: vsp.com
Spending Accounts and Financial Protection	
UnitedHealthcare (UHC) (Group number: 225817) <ul style="list-style-type: none">• Healthcare Flexible Spending Account (HCFSAs)• Dependent Care Flexible Spending Account (DCFSAs)	<ul style="list-style-type: none">• Phone: 877-468-1028• Online: myuhc.com <p>(For a list of eligible expenses, go online to irs.gov and search for Publication 502 or 969. Please consult your tax advisor for questions regarding eligible expenses.)</p>
Optum Financial (through UHC) (Group number: 225497) <ul style="list-style-type: none">• Health Savings Account (HSA)	<ul style="list-style-type: none">• Phone: 800-791-9361
MetLife (Life & Disability) <ul style="list-style-type: none">• Disability insurance• Life insurance (basic & supplemental)• Accidental death and dismemberment (AD&D) insurance	<ul style="list-style-type: none">• Primary phone: 855-320-8528 (Mon-Thurs, 5 a.m. - 5 p.m. PT; Fri, 5a.m. - 2 p.m. PT)• Alternate phone (customer service): 800-638-6420• Email (for Statement of Health submissions): sohsubmissions@metlife.com
Resources to Be Well	
Spring Health <ul style="list-style-type: none">• Mental well-being and work-life support	<ul style="list-style-type: none">• Phone: 855-629-0554• Online: clorox.springhealth.com (access code: clorox)
Virgin Pulse <ul style="list-style-type: none">• Well-being program tracker	<ul style="list-style-type: none">• Phone: 866-941-2143• Online: join.virginpulse.com/clorox• Email: support@virginpulse.com
Helpr <ul style="list-style-type: none">• Child and adult caregiving support	<ul style="list-style-type: none">• Phone: 877-417-4883• Online: helpr-app.com/clorox-usa (access code: USACLX)• Email: hello@helpr-app.com
Vanguard <ul style="list-style-type: none">• 401(k) Plan	<ul style="list-style-type: none">• Phone: 800-523-1188• Single sign-on: Clxhub > U.S. Total Rewards > 401 (k) plan• Online: vanguard.com/retirementplans
Ayco, a Goldman Sachs Company <ul style="list-style-type: none">• Financial planning• Budgeting• Healthcare expenses• Insurance needs• Retirement planning	<ul style="list-style-type: none">• Phone: 866-907-4479• Single sign-on: Clxhub > U.S. Total Rewards > Ayco
Bright Horizons (Education Assistance)	<ul style="list-style-type: none">• Online: clorox.edassist.com/#/nonsso
Vacation Purchase Program (VPP)	<ul style="list-style-type: none">• Single sign-on: Clxhub > Our Company > Policies and Procedures > Vacation Purchase policy
Helpr <ul style="list-style-type: none">• Child caregiving support• Elder caregiving support	<ul style="list-style-type: none">• Phone: 877-417-4883• Online: helpr-app.com/clorox-usa• Email: hello@helpr-app.com

Enjoy
your
Clorox
journey!