

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. 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 programs 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](#).

** Applicable if you have elected the HSA (Partnership in Health) plan and would like to add your own contributions to what Clorox contributes to the account.



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 the [U.S. Total Rewards](#) page. Follow this path: [The Well](#) > [U.S. Total Rewards](#) > [Health & Welfare Service Center](#).



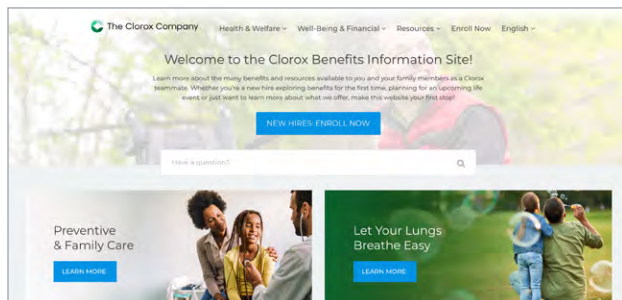
Explore and participate in the many tools and resources available all year long to you and your loved ones. We offer rich programs with something for everyone that you can use whenever you feel you need them.

Be Well. Be You.

NAVIGATING YOUR RESOURCES

If you need more information on any of the tools, programs and resources in this roadmap, you can find additional detail on the following websites. Specific directions can be found in the **WHERE TO GO** section on each page.

cloroxbenefitsinfo.com



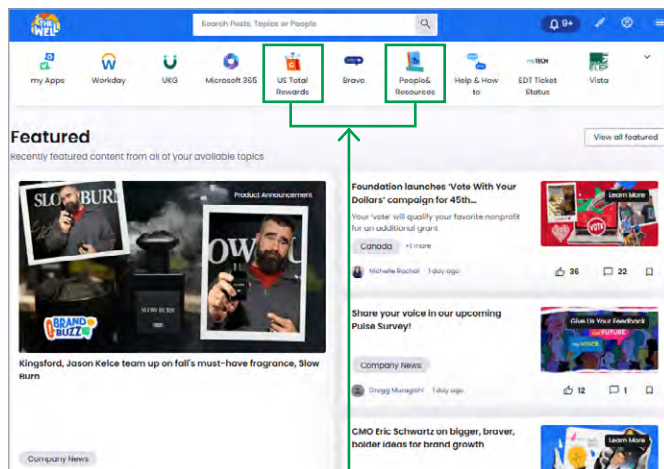
A 24/7 website for you and your family members to explore general information about your health and welfare benefits. You can also access our enrollment platform from this site.

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



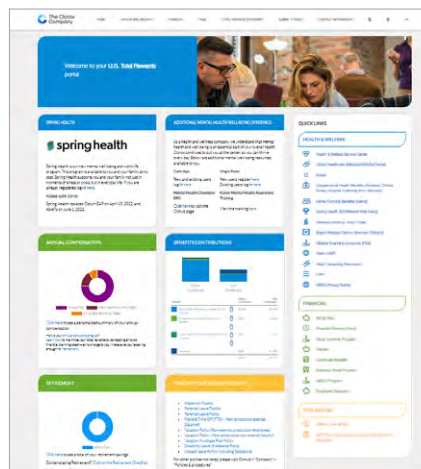
Use this site to elect and review your benefits coverage. If you are outside Clorox network, visit cloroxbenefits.com.

The Well*



Our master directory for Clorox teammates, where you'll access the **U.S. Total Rewards** and **People&** pages.

U.S. Total Rewards*



Use this page to find more Total Rewards benefits and programs by clicking on the links to specific programs and vendors listed under Quick Links. You can also access the enrollment platform from this page.



IMPORTANT!

You must elect certain benefits within 31 days of your hire date to have coverage. Otherwise, you won't be able to these coverages unless you experience a Qualified Life Event (QLE) such as marriage, divorce, or the addition or loss of a dependent – or until the next Annual Enrollment period in the fall. You can find more information about QLEs on cloroxbenefitsinfo.com.

* Please note: The Well and the U.S. Total Rewards page are only accessible to active employees on the Clorox network. If you are outside the Clorox network, please visit cloroxbenefitsinfo.com.



Overview of Benefits



No cost to teammates

- Company contributions to the HSA[†]
- Time off programs, except for the Vacation Purchase Program (VPP)
- Paid parental leave (full- and partial-paid)
- \$20,000 lifetime family-forming and hormonal health benefit: fertility,* hormonal health,* 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 well-being program (Spring Health)
- Expert Second Medical Opinion (2nd.MD)*
- Diabetes and hypertension management (Teladoc Health Chronic Condition Management Program)*
- Wellness program (Personify Health)
- Weight loss support (Real Appeal)*
- Meditation and sleep app (Calm)
- Caregiving support (Helpr)
- Education assistance (Bright Horizons)
- Financial planning support (Goldman Sachs 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 UnitedHealthcare (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)
- Non-Qualified Deferred Compensation Plan (NQDC) (limited eligibility; Voya)
- GIFT donation match program



Teammate-paid benefits

- Contributions to Healthcare and Dependent Care Flexible Spending Accounts (FSAs) (UHC)
- Supplemental health benefits: Accident, Critical Illness and Hospital Indemnity Insurance (Securian)
- Supplemental life and accidental death and dismemberment (AD&D) insurance (MetLife)
- Employee Stock Purchase Plan (ESPP) (Morgan Stanley)
- Commuter assistance (HealthEquity/WageWorks)
- Vacation Purchase Program (VPP), for non-exempt hourly teammates

BENEFITS ELIGIBILITY

All U.S. teammates are eligible to enroll in Clorox benefits. Additionally, interns are eligible for medical coverage, supplemental health benefits, the 401(k) plan, the well-being tracker through Personify Health and our mental and work-life well-being program through Spring Health.

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.



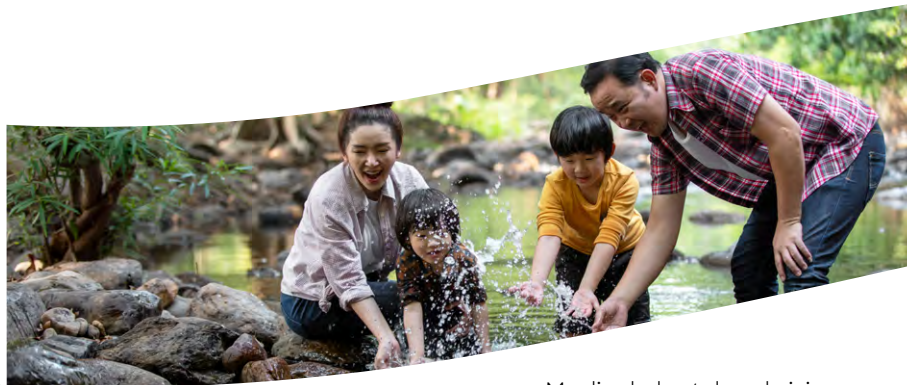
Roadmap: In Your First 31 Days...

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

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

WHERE TO GO

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

The Well > 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 The Well > U.S. Total Rewards > Health & Welfare Service Center).

* Applicable if you have elected the HSA (Partnership in Health) plan and would like to add your own contributions to what Clorox contributes to the account. 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.

- **401(k):** The Well > U.S. Total Rewards > Quick Links > 401K Plan
- **NQDC:** The Well > U.S. Total Rewards > Quick Links > NQDC Program
- **ESPP:** The Well > People & Resources > Benefits & Well-being > Employee Stock Purchase Plan or [click here](#)
- **Commuter benefits:** The Well > U.S. Total Rewards > Quick Links > Commuter Benefits



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	✓	✓	N/A
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

In Your First 90 Days...



After you've made your elections as a new Clorox teammate, learn about the programs available to support your physical, mental and financial health all year long.

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

WHERE TO GO

[The Well > Core to Clorox > Code of Conduct & Policies](#)

[The Well > U.S. Total Rewards > Quick Links > Wellness Tracking-Personify Health; use passphrase: WellnessYourWay\\$](#)

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



WHAT TO DO



Sign up for Real Appeal, a web-based weight loss 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 and hormonal health benefits* (Carrot):

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



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

Mental and work-life well-being program (Spring Health): All teammates and family members age 6+ have access to Spring Health, an enhanced 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. Spring Health also includes 8 free therapy session and 8 free life and personal development coaching sessions, per household family member, per year.

WHERE TO GO

The Well > People & Resources > Benefits & Well-being > Real Appeal or clorox.realappeal.com or call 844-344-7325

The Well > U.S. Total Rewards > Quick Links > Family Forming/Hormonal Health Benefits (Carrot) or app.get-carrot.com/

* Not applicable to interns

The Well > U.S. Total Rewards > Quick Links > Spring Health (EAP/Mental Well-being) or clorox.springhealth.com (access code: clorox) or call 855-629-0554



WHAT TO DO



Mindfulness support (Calm):

Calm helps you manage stress, improve sleep and build mindfulness through guided meditations, relaxing music and sleep stories. Take a few minutes each day to pause, recharge, and care for your mental well-being – anytime, anywhere. You can add up to five family members or friends at no cost.

Caregiving support (Helpr):

Helpr provides primary and backup caregiving resources, from care consultants available to help you find personalized care solutions, to 60 hours of backup care for children and adults, to tutoring and summer camp reimbursements for your child.



Goldman Sachs Ayco: Goldman Sachs Ayco is our financial coaching provider and can assist with planning your finances for today, tomorrow and the future. They can help you learn how to maximize your savings for retirement and determine the right health plan choice for you, at no cost to 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

The Well > U.S. Total Rewards > Quick Links > [Calm](#) or download the Calm app and sign up using your name and company email

The Well > U.S. Total Rewards > Quick Links > [Helpr Caregiving Resources](#), or see Spring Health section [helpr-app.com/clorox-usa](#) or call 877-417-4883

The Well > U.S. Total Rewards > Quick Links > [Financial Planning \(Goldman Sachs Ayco\)](#)

The Well > People & Resources > Benefits & Well-being > [Clorox Education Assistance Program](#) or [click here](#)

The Well > [GIFT](#) or [click here](#)



WHAT TO DO



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

No-cost preventive care: In-network preventive care is covered by all medical plans at no cost to you, so you can get the annual check-ups and age-recommended screenings that help you detect any health issues before they become more serious. Ask your doctor about the preventive care that makes the most sense for you—such as annual physicals, mammograms and colonoscopies.



Virtual and telehealth care: Talk with a doctor from the comfort of your own home. This option is convenient, low cost and available 24/7.



Teladoc Health Chronic Condition Management: This program supports teammates and dependents with diabetes, prediabetes or high blood pressure. 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.

WHERE TO GO

Visit the [preventive care resource page on cloroxbenefitsinfo.com](https://cloroxbenefitsinfo.com) for more. On this page, you'll also find information about how to take control of your healthcare costs when you need care.



- **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:** [Click here](#), download the Kaiser app or call 866-454-8855.

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

This program is available to all teammates, spouses/partners and dependents enrolled in a Clorox medical plan. Dependents under age 13 will require parental consent.

The Well > People & Resources > Benefits & Well-being > Teladoc Health or contact Teladoc Health by [clicking here](#) or calling 800-832-2362.



WHAT TO DO



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.



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)

WHERE TO GO

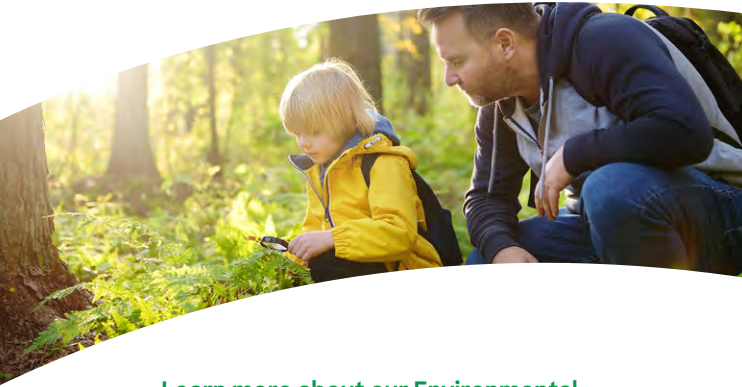
The Well > U.S. Total Rewards > Quick Links > Expert Medical Opinion Services (2nd.MD) or 2nd.MD/clorox

- **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

The Well > Core to Clorox > IDEA or [click here to learn more about our 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.



WHERE TO GO

[Learn more about our ESG commitment](#)

[Learn more about our IGNITE strategy](#)



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 [The Well > U.S. Total Rewards > Health & Welfare Service Center > Menu > Items to Explore](#).

Topic	Where to get information
Clorox Benefits Support	
Information and resources for all benefits , including guides, webinars and plan documents, including Summaries of Benefits Coverage (SBCs)	cloroxbenefitsinfo.com
Annual Enrollment Support	Clorox Health & Welfare Service Center <ul style="list-style-type: none"> Single sign-on: The Well > U.S. Total Rewards > Health & Welfare Service Center Directly: cloroxbenefits.com Phone: 833-550-5600 (Mon-Fri, 6 a.m. – 5 p.m. PT)
Your personalized Total Rewards statement	U.S. Total Rewards website <ul style="list-style-type: none"> Single sign-on: Health & Welfare Service Center on The Well > U.S. Total Rewards Statement
Medical Coverage	
UnitedHealthcare (UHC) (Group number: 225497) (Network: Choice Plus, or Select Plus in CA)	The HSA (Partnership in Health) plan <ul style="list-style-type: none"> Phone: 877-468-1028 Online: whyuhc.com/clorox
Surest (Group number: 78800511) (Network: Choice Plus, or Select Plus in CA)	The PPO (Surest) plan <ul style="list-style-type: none"> Phone: 866-683-6440 Online: benefits.surest.com
Prescription Drug Coverage for the HSA and PPO plans	OptumRx <ul style="list-style-type: none"> Phone: 800-562-6223 Check the formulary: welcome.optumrx.com/clorox/landing
Kaiser Permanente (CA teammates only), Including Prescription Drug Coverage	<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
Teladoc Health <ul style="list-style-type: none"> Chronic Condition Management 	<ul style="list-style-type: none"> Phone: 800-835-2362 Online: teladochealth.com/smile/clorox
Carrot <ul style="list-style-type: none"> Family-forming and hormonal health benefits 	<ul style="list-style-type: none"> Phone: 888-817-9040 (24/7 call center) 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 (HCFA)• Dependent Care Flexible Spending Account (DCFA)	<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 (Disability & Life) <ul style="list-style-type: none">• Disability insurance• Life insurance (basic & supplemental)• Accidental death and dismemberment (AD&D) insurance	<p>Claims & More Information: MetLife</p> <ul style="list-style-type: none">• Single sign-on: The Well > U.S. Total Rewards > MetLife• Phone: 855-320-8528 (Mon-Fri, 5 a.m. – 8 p.m. PST)• Online: mybenefits.metlife.com <p>Enrollment & Beneficiary Updates: Clorox Health & Welfare Service Center</p> <ul style="list-style-type: none">• Single sign-on: Health & Welfare Service Center on The Well > U.S. Total Rewards• Directly: cloroxbenefits.com• Phone: 833-550-5600 (Mon-Fri, 6 a.m. – 5 p.m. PT)





Topic	Where to get information
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: 855-629-0554Online: clorox.springhealth.com (access code: clorox)
Calm <ul style="list-style-type: none">Mindfulness and meditation support	<ul style="list-style-type: none">Online: calm.com/b2b/clorox/subscribe
Personify Health <ul style="list-style-type: none">Well-being program tracker	<ul style="list-style-type: none">Phone: 866-941-2143Online: join.personifyhealth.com/clorox; use passphrase: WellnessYourWay\$Email: support@personifyhealth.com
Helpr <ul style="list-style-type: none">Child, elder and personal caregiving support	<ul style="list-style-type: none">Phone: 877-417-4883Online: helpr-app.com/clorox-usaEmail: hello@helpr-app.com
Vanguard <ul style="list-style-type: none">401(k) Plan	<ul style="list-style-type: none">Phone: 800-523-1188Single sign-on: The Well > U.S. Total Rewards > 401(k) PlanDirectly: vanguard.com/retirementplans
Voya <ul style="list-style-type: none">Non-qualified deferred compensation plan	<ul style="list-style-type: none">Phone: 888-576-9240Single sign-on: The Well > U.S. Total Rewards > NQDC planDirectly: mynqplans.voya.com
Goldman Sachs Ayco <ul style="list-style-type: none">Financial planningBudgetingHealthcare expensesInsurance needsRetirement planning	<ul style="list-style-type: none">Phone: 866-907-4479Single sign-on: The Well > U.S. Total Rewards > Financial Planning (Goldman Sachs Ayco)

Enjoy your Clorox journey!