At Mattel, we're committed to providing parents with a supportive, family-friendly environment that allows you to give your best at work and at home. In addition to a robust benefits package that includes programs and on-site conveniences that give all employees extra time and opportunities, we also have programs geared specifically towards our working parents.*

**Flexible Scheduling and Unlimited PTO:** making your schedule work for you and your family
- Unlimited PTO for exempt (salaried) employees
- Flexible scheduling for all employees

**On-Site Child Care Centers:** so you can be there for more moments
- On-site childcare from infancy through preschool on a year-round basis at facilities in El Segundo, CA and East Aurora, NY
- El Segundo, Bright Horizons offers the highest quality childcare at the Mattel Childcare Center for children six weeks through pre-school and summer camp for school-age children
- Located on the Fisher-Price campus in East Aurora, the East Aurora Community Nursery is a not-for-profit organization that has provided early childhood programs to the East Aurora community for over 50 years

**Parental Leaves of Absence:** time off for those precious firsts
- Up to six weeks of paid time off (based on regularly scheduled hours) to all Regular Full-Time (RFT) and Regular Part-Time (RPT) parents to care for and bond with a newly born, adopted or fostered child
- In addition to Short-Term Disability leave for birth mothers (typically six to eight weeks)
Phase Back to Work Program: easing the transition to this new balancing act

- Option to work a reduced schedule at regular pay for the first month after returning from a baby bonding leave
  - 30-hour schedule at 100% pay
  - Flexible arrangements – reduced workweek (4 full days) or reduced hours over a 5-day workweek
  - For Regular Full-Time employees
- Guidance to managers on how to provide the ultimate support to parents returning from leave

Dependent Care Flexible Spending Account: putting childcare money back in your pocket

- Pre-tax benefit account used to pay for eligible dependent care services, such as preschool, summer day camp, before or after school programs, and child or adult daycare

Parents @ Mattel Employee Resource Group: giving parents a voice and support

- Company-wide network of parents for support and resources from before baby to the college years
- Events including speakers on parenting and relationship topics
- Helping parents achieve successful work/life integration
- Impact on Mattel’s programs and policies
- Supported by executive leadership sponsors
Eligible expenses reimbursed at 80%, to a maximum of $15,000 per couple

College Coach: giving you and your high schoolers a head start
- College prep assistance including:
  - Maximizing the high school experience
  - Selecting the right colleges
  - Submitting standout applications
  - Researching financial aid options

Take Your Kids to Work Day: one of the best days of the year
- Fun, interactive workshops hosted by our brand teams for kids of all ages
- An opportunity for them to see a day in the life at a toy company

Holiday Schedules: spend those special times of year with your family
- Generous holiday schedule centered around school closures
- End of the year shutdown between Christmas and New Year’s Employee Assistance

Program: because life with kids is full of curveballs
- Free and confidential access to unlimited phone support and up to five sessions with a counselor for employees and family members
- EAP counselors can help with legal services, relationship concerns, childcare and elder care assistance, and psychological needs
Product Discounts: the most beloved brands of all time at a fraction of the price
- On-site toy stores in El Segundo and providing a 50% product discount
- Online discounts of 30% at Barbie Collector, Hot Wheels Collector and American Girl

Baby Gift Program: welcoming the newest members of our Mattel family
- A special gift sent to your house
- Fisher-Price products to start your baby’s journey off right

*Programs vary by location.