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The prepared parent

PwC Israel
מוכנות הורית

pwc



בוגרות ובוגרים יקרים,

אנו משקיעים משאבים רבים בטיפול בוגרינו מתוך אמונה כי הצלחה שלכם היא הצלחה שלנו. החל מהקמת ארגון הבוגרים ולאורך שנות פעילותו, אנו בוחנים באופן מתמיד את צרכיכם והרצונות שלכם, על מנת לחדש, להעשיר ולהתאים עבורכם את אופי פעילות הארגון.

במסגרת חברותכם בפורום, תעמוד לרשותכם מעטפת כלים למציאות והעצמה מקצועית ואישית לכל אורך הקריירה. בהיבט המקצועי, חיבור לידע מקצועי ועדכני אשר יעניק לכם יתרון מקצועי במקום עבודתכם ויסייע בהיערכות ובתכנון פעילותכם בהתאם. בהיבט האישי, החברות בארגון הבוגרים תאפשר לכם ליצור קשרים ו-networking בעולם הכספים ולהתחבר לאנשים הנכונים עבור קידומכם האישי. בתחום זה נעמיד לרשותכם גם כלים לניהול ותכנון מסלול הקריירה, מיתוג והעצמה אישית.

כמיטב המסורת, נגיש לכם מעת לעת פרסומים ומחקרים של רשת PwC, פרסומים אלה נבחרים במיוחד עבורכם ומותאמים לעולמכם המקצועי והאישי. בנוסף לפרסומים המקצועיים בתחום הכספים, תמצאו מחקרים מקיפים ותחזיות לשנים הבאות במבחר תחומים וענפים.

רשת PwC מובילה בתחום המחקרים והפרסומים, ואנו מאמינים כי תוכלו להפיק בעזרתם תועלת וערך מוסף מקצועי ואישי. הפעם, אני שמחה להעניק לכם את הפרסום "מוכנות הורית" מבית PwC.

חוברת ייחודית זו מיועדת לפתוח לדיון את נושא ההורות ולתת כלים על מנת להפוך אותו לקל ונוח יותר במקום העבודה. כמו כן, היא נועדה לעזור להורים חדשים להרגיש יותר "מחוברים". בחוברת אוסף תובנות ועצות מאת עמיתים ברשת PwC, בתקווה שהן יסייעו להורים טריים להתמודד עם אתגרים רבים שעולים עם הצטרפותו של ילד חדש למשפחה, החל מהשבועות הראשונים לאחר לידתו ולאורך שנות ילדותו. הפרסום מעניק נקודת מבט למציאות החדשה של הורים טריים ועוקב אחר הרגעים המרגשים בחייהם. החוברת מציגה, בין היתר, את רגעי ההסתגלות לאורך חיים חדש והאתגרים שבדרך, חופשת הלידה, טיפול בילדים, עצות פרקטיות לחזרה מחופשת לידה וטיפים לאיזון בין חיי משפחה וקריירה.

החוברת נוצרה לא רק עבור עובדי PwC שהינם הורים, אלא גם עבור בוגרי ובוגרות הרשת, ואף מיועדת לאנשים צעירים שעודם רווקים, אך יהיו הורים בעתיד והם עובדים פוטנציאליים של PwC.

פירמת PwC היא מקום עבודה המעודד לשלב ולאזן בין קריירה מאתגרת ורבת משמעות עם חיים אישיים. לדברי מנהלת המרכז לסביבת עבודה של הרשת שלנו, "הדבר שחשוב כל כך בחוברת זו הוא שהיא מהללת את ההורות". החוברת נועדה להתבונן בהורות מפרספקטיבה אישית והוליסטית. החוברת כוללת תמונות משפחתיות של ילדי עובדים ב-PwC אשר סופקו על ידי העובדים עצמם.

כתמיד, אני מזמינה אתכם לפנות אלי בכל בקשה, רעיון והצעה.

קריאה מהנה,

קרן דגני

רכזת ארגון הבוגרים, PwC Israel

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MADISON, DALLAS; ALYSE, FLORHAM PARK; EILEEN, FLORHAM PARK

the prepared parent*

this booklet is a collection of wisdom and advice from your pwc colleagues. we hope it helps new parents deal with the many challenges they will face before the arrival of their new child, and during the weeks, months and years that follow. the photos you see are family snapshots of children of pwc staff and partners. we thank our people for sharing these wonderful moments. for bound copies of the prepared parent*, contact the Center for an Inclusive Workplace via the email address on the WorkLife Quality page on KnowledgeCurve2.

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PATRICK, SACRAMENTO

the moment when
things change.

It's a magic moment when you find out you're going to be a parent. All joy and possibility. But soon that nagging question arises: how will I juggle parenthood and my career?

While there's no one-size-fits-all solution, we intend to help. PwC strives to be a place where parents have the flexibility and resources they need to manage their responsibilities. In fact, that's why we created this booklet—a collection of current information on our programs and policies, plus quotes from your colleagues who've already been there.

We realize we can't be successful in helping you unless all of us are comfortable having conversations about work and parenting—what's working as well as what's not.

We believe this booklet will be useful for anyone who has had a baby, is having a baby—or thinks they might want to someday. The practical advice and real-life solutions that have worked for others should be helpful in your own experience of parenthood during your career here at PwC.



ZOE LOUISE, TYSONS CORNER

it's a boy! it's a girl!
it's a challenge.

Maybe it's your first. Maybe it's your third. Maybe you're new to the firm, or you've been here long enough to have forgotten everything from orientation.

Regardless, you'll find yourself facing a flood of questions. Whom do I tell and when? How long should I be out on leave? What kind of benefits does the firm provide? What kind of child-care is best for my child and how do I find it? How will I manage the transition back to work? How will I handle the pressures of parenting and the demands of my job?

Some of the answers are readily available through Benefits Express, KnowledgeCurve2 or the National Leave Center. But many of your concerns will be highly individual, and the decisions will be ones only you can make. Though childbirth is a universal event, your unique combination of experiences, goals, priorities, and personal and professional circumstances will help you shape your ultimate choices. At PwC, new parents have had success managing their careers in many different ways. We offer programs and policies designed to assist you when you need it most; the rest is up to you. Instead of pretending to have all the answers in this booklet, we've outlined

some of the benefits designed to support you. In addition, we've gathered stories and quotes from other PwC parents on their personal experiences regarding maternity leave and transitioning back. We hope they delight you, inspire you, or at least give you food for thought as you begin your wonderful and unique journey.

"I have the solution for all working moms and dads in one word—Blackberry. As long as you're responsive, I've found people don't care if you're in the park or on a merry-go-round. Flexibility, however, is a two-way street." —TAX DIRECTOR

"I waited the traditional three months before I announced my pregnancy to my partner and colleagues. What a relief that was. I had put on 10 pounds by then, and it was great to finally say I'm not just gaining weight, I'm pregnant!" —IFS MANAGER

"I work a flexible schedule, but I'm lucky to work on teams where we support one another. If I need to stay home on a 'work day,' there are others to cover for me. On the flipside, I too have to be flexible. I sometimes have to work a bit from home on my 'non-work days.' This flexibility—on my part and on the part of the firm—is a key ingredient to success."

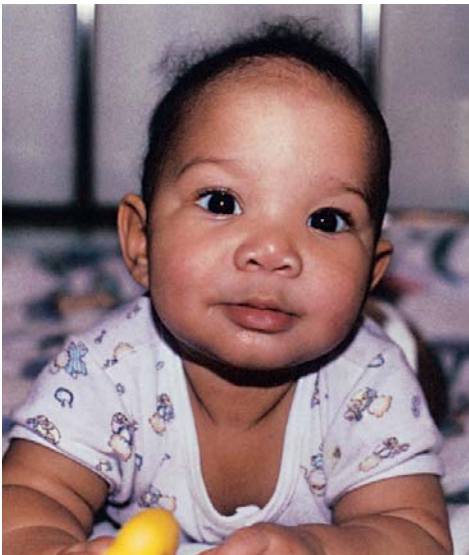
—ASSURANCE MANAGER

"I had my first child as a senior manager. I returned on a flexible schedule, telecommuting from home two days a week. My partners were absolutely supportive. I had my second child while going through the partner admissions process. Again, I had their full support." —TAX PARTNER

"I never bonded with other people here so much until having my baby. And suddenly, I see pregnant women everywhere. Were they here before? Part of what's made this work for me is connecting with the other mothers."

—ADVISORY SENIOR ASSOCIATE

"Never lose your sense of humor. I can't stress this enough. When I pulled out a diaper with my laptop at a client's office, we all had a good laugh. I find that being human can be an asset." —ASSURANCE SENIOR ASSOCIATE



DENIS, NEW YORK

**we're here
to support you.**

We know that the challenges our parents face require flexibility and support on the part of the firm. So we developed our programs in response to what our new parents told us they needed most—time to bond with a new baby, flexibility to juggle often competing priorities, and support in finding resources—whether for childcare, schooling or counseling. What's more, we constantly evaluate these programs to ensure that they're working.

Most of our programs are outlined extensively on KnowledgeCurve2 at <http://portal.pwcinternal.com/portal/index> or on Benefits Express at <https://www2.benefitsweb.com/pwc.html>. Here's a sampling of what we offer.

Parental Leave

All eligible new parents may take 15 days of paid leave—to be used immediately after the birth/adoption of a child or any time within the following year, either consecutively or in smaller increments. These 15 days are in addition to any short-term disability you may be eligible for. The leave is designed to be flexible to accommodate your needs, as well as those of your clients and work groups. Contact the National Leave Center.

LifeBalance OneSource

This vendor provides an array of confidential counselling and referral services, plus publications on birth, parenting and childcare issues. For more information, contact them 24 hours a day at 877-PwC-4YOU (877-792-4968) or <https://www.lifebalance.net> (User ID: pwc; Password: 1420). Read more about LifeBalance OneSource on page 11.

New Mom's Corporate Lactation Program

Our lactation program provides support for new mothers who wish to nurse their babies. It's available to all PwC women (including part-time "benefits-ineligible" staff) as well as PwC spouses and domestic partners. The program provides a breast pump discount, plus prenatal information and ongoing counselling and support. Call 800-822-6688.

Mothers' Rooms

Most large offices have set aside rooms for nursing moms to pump. In smaller offices, your Workplace Leader will make accommodations if none currently exist.

Emergency Backup Care Reimbursement

Also called Just-in-Case, this program provides up to \$50 per day of reimbursement for emergency backup care when your normal child care or eldercare provider is not available. The benefit is available up to 20 days per year and unlimited weekends.

Special Free Pre-Natal Care Programs

Eligible new parents covered by one of the firm's medical plans can contact their plan's pre-natal program as soon as they learn they are pregnant for benefits that go beyond typical maternity coverage.

> Aetna's Mom's-to-Babies™ program: www.aetna.com or call a representative Monday through Friday from 8 a.m. to 5 p.m. (in all time zones) at 800-CRADLE (800-272-3531).

> CIGNA's Healthy Babies™ program: Call member services at 800-CIGNA24 (800-244-6224).

> HMOs: If you're an HMO participant, contact the Member Services number on your ID card to ask if your plan has a pre-natal program.

Adoption Leave

Paid time off is available for *eligible* primary care parents of adopted children for up to six weeks. This is in addition to the 15 days of Parental Leave.

Adoption Financial Assistance

Up to \$5,000 expense reimbursement (\$6,000 for a special needs child) is available for eligible partners and staff following completion of the final adoption.

Dependent Care Reimbursement Account

Also called a Dependent Care Spending Account, it allows you to set aside pre-tax dollars (up to \$5,000) to pay for eligible childcare and eldercare expenses.

Short-Term Disability

Typically, if you meet the eligibility criteria, you are eligible to receive approximately eight weeks of fully paid short-term disability benefits (or 10 weeks for a C-Section delivery).

Unpaid Leave

The Family and Medical Leave Act (FMLA) assures leave time to eligible staff for certain family situations, including caring for a newborn child or caring for an adopted or foster child. Some states have Family Leave Acts (FLAs) that may be more generous—check with the National Leave Center. FMLA allows you up to 12 work weeks of job-protected leave during a 12-month period. The new parent's FMLA job protection normally runs concurrently with your first 12 weeks of paid or unpaid absence. Under certain circumstances, you may be eligible for an unpaid leave of absence of up to six months total, although that may not be job-protected. Any accrued vacation must be used before any unpaid time. Contact the National Leave Center at 877-On-Leave (877-665-3283) for details.

Family and Individual Sick Days

Not only can you use sick days for your own illness, they may also be used for care of your sick child, parent or spouse/domestic partner.

Flexible Work Arrangements (FWAs)

A flexible work arrangement may be available to some partners and staff to help them manage their dual responsibilities. An FWA Proposal form must be completed, then reviewed and approved by your coach/supervisor, partner and LOS HR Representative.

Local Diversity/WorkLife Leaders

Did you know that many of our offices have just such a person to serve as an additional resource? Ask about local Networking Circles or online café/chat databases.

Networking Circles

Available in many local offices, our Parenting Circles and Women's Networking Circles are designed as support and information networks. Contact your Office HR Leader to see if there's one in your location.

"PwC definitely made my adoption experience a great one. The firm provided me with six weeks of paid leave and reimbursed us for \$5,000 in expenses. It wasn't just the money, which really helped, but more important was how my colleagues reacted to

my time away from work. We were given only a few weeks notice before we picked our daughter up. When I returned to work, I was able to work out a flexible part-time arrangement for a short time, giving me more time to bond with my daughter."
—Finance Director

"The firm has some great programs for parents. Our babysitter had a family emergency and couldn't come in for a few days. We were able to take our son to a local backup care center and the firm reimbursed us for the cost."

—TAX ASSOCIATE

"At an early age, I knew I wanted to be very involved in my family's life and also have a serious career. In fact, I chose to pass on other opportunities and remain at PwC even before I was married because I knew they allowed part-time work. It may seem crazy, but I planned years in advance and chose to work for a group where I could go part-time and be successful. I went to an 80% schedule with my first child and then cut back to 60% after the birth of my second. I was so happy that I could be taken seriously as a professional without having to check out of my life." —TAX SENIOR MANAGER

"The partner I work for gave me a baby shower and a Coach diaper bag. I was the envy of all the mothers I knew. Then the firm announced three extra weeks of parental leave. That's something money can't buy!"

—TAX SENIOR ASSOCIATE

"The firm does a great job of making technology work for people who work from home. When I was telecommuting, my calls were forwarded directly to me so my client and even some of my colleagues never knew I was at home. I was on Notes and Sametime, so it was completely seamless. But it made a huge difference to my worklife quality. I had a nanny on the days I was working at home, but I could do simple things like take my child to her music class during lunch time."

—TAX SENIOR MANAGER



JENNA AND FRIEND, PHILADELPHIA

maternity leave.

Maternity leave is your special time to bond with your new baby. It's a time to enjoy.

That said, everyone has a different approach to maternity leave—from how long they choose to stay home, to how much they want to be in touch with the office. Some people don't like to shut down entirely, feeling better to check their email once a week and “weed out the junk” in anticipation of their return. Others prefer a complete disconnect during their time at home with their baby. The National Leave Center (NLC) and your insurance carrier provide comprehensive information about maternity leave. The NLC recommends that you contact them between your fifth and eighth months of pregnancy—or about two months before you go on leave—to complete necessary paperwork. In addition, here are some pointers and some policies and programs you might not be aware of.

- > You should not work during maternity leave or short-term disability. Your body is recovering from major changes and you must respect its needs.

- > In employee benefit terms, the birth of your child is considered a “life event.” You have 31 days from your child's date of birth or adoption to add the baby to your medical coverage,

also 31 days to elect to enroll in or change your contribution levels for the Health Care or Dependent Care Reimbursement Accounts. Call Benefits Express or visit Benefits Express Online after the delivery.

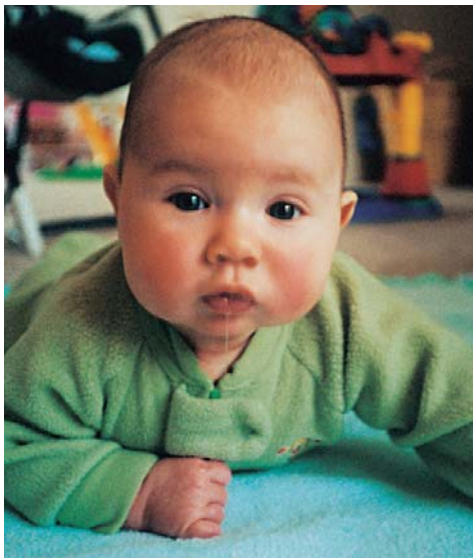
- > A life event also allows you to enroll in the firm's group legal plan by calling Benefits Express. Now that you're a parent, you should have an up-to-date will, be certain your life insurance beneficiary information is current, and that you have adequate life insurance coverage.

- > Contact the National Leave Center and your Human Resources Representative about a month before you plan to return. Talk to HR about potential assignments and your transition plan—especially if it has changed since your last conversation.

- > Decide if you'll use your parental leave before your return or save it for use later on.

- > Throughout your leave, communicate with your team as planned. Contact your partner and HR if you need to change your return plans.

- > Did you register for Just-in-Case, the Emergency Backup Care Reimbursement Program?



BRIAN, FLORHAM PARK

because you're
the daddy.

PwC fathers tell us the time they spend with their new babies is precious. That's why our programs and policies are designed with all parents in mind. Take our Parental Leave program. Fifteen days of fully paid leave, so both parents have time to bond with the new baby. Plus the flexibility to use the time in whatever way makes the most sense for the family (read more about Parental Leave on page 3). Other benefits, like the Corporate Lactation Program and LifeBalance OneSource, are also available for PwC spouses or domestic partners.

Be assured, we encourage you to take advantage of the time that's available to you—whether parental leave or vacation—to be with your growing family. It may not be easy to do, but it will be worth it.

"My wife has a demanding job and couldn't take much time for her maternity leave. But my three weeks of parental leave made her transition back to work much less stressful. I really appreciate having that kind of flexibility." —ADVISORY DIRECTOR

"You don't realize what an impact having a child is going to have on your life. It's shaped my worldview in ways I never could have imagined. For instance, I used to play in a rock band. Now I can't get the Wiggles' tunes out of my head—the lyrics are atrocious, but the tunes are catchy. Becoming a

father really does a number on you, and I mean that in a good way."

—ADVISORY DIRECTOR

"Having my second child while at PwC has been a remarkable experience. I've been shown first hand that PwC is sincere in establishing an environment that promotes a work-life balance. I now have an opportunity, due to the paternity leave days offered, to spend time with my new daughter that I otherwise would have missed. It goes with-out saying how precious that time is." —

ASSURANCE ASSOCIATE

"I can't stress enough how important it is to take time when your child is born. If you plan well enough, you should be able to manage your workload so you can do it. Hard as it is for some of us to believe, people will figure out how to get the job done without you. On the other hand, if you don't take that time, you'll never be able to get it back." —IFS DIRECTOR

"Being able to take time after my second son was born was so important. My wife needed to recuperate, and I was able to spend time with our older son, while my wife could focus on the baby." —ASSURANCE MANAGER

"My wife and I were absolutely clueless. Two well-educated, professional adults who read everything there was to read, and we couldn't have been less prepared. Don't overestimate your preparedness." —IFS DIRECTOR



GRACE AND EVE MARIE, TYSONS CORNER

childcare isn't
child's play.

If there's one thing working parents agree on, it's that finding quality, affordable childcare is a tough challenge—and there aren't any shortcuts. You have to visit many locations, interview many people, and in the end, go with your gut.

To help you master the process, we've enlisted the help of LifeBalance OneSource. They offer referral and counselling services, plus printed materials and CD-ROMs. They're a great starting point, and can really shrink the time you spend in your search. Read more about LifeBalance OneSource on page 11. Unfortunately, studies have

shown that childcare falls through eight to 10 times during the first year of a child's life. So it's wise to have at least two levels of backup care.

Here's one HR Director's personal story:

"As first-time moms or dads, the most important thing we do is decide who will care for our children while we work. It's an extremely emotional decision, so doing your homework is critical. It will feel like a full-time job, but doing it well will ease the stress of transitioning back to work."

It all starts with networking. Ask everyone you know for ideas and recommendations. What do they do? How is it working? After that, I turned to LifeBalance OneSource to narrow my search for home-care options in my area. My counselor was able to provide a list of licensed providers who had openings for newborns. I also learned about a home-care association in my area, found out the president's name and, being persistent, got her on the phone to review my list. Her knowledge and insights were priceless.

While I was knee-deep in research and networking, someone showed me a posting on our Metro Café from another PwC mom who wanted to do a 'nanny share.' This sounded too good to be true. I soon met her and agreed to share a nanny. We did this for the first three years and it worked out wonderfully.

What I learned from this experience I can sum up in three words: network, network, network. Be persistent, ask lots of questions, especially of other moms, and know that childcare will be an ongoing project. Nothing is ever perfect or easy, and we've had our share of challenges. But at the end of the day, I know my two girls are safe and happy. That's something money can't buy."



LASHÉE, NEW YORK

our emergency backup care reimbursement program.

Also called "Just-in-Case," it's a true *reimbursement* program offering both flexibility and financial support. It recognizes care provided by an agency, in-home caregiver, friend, relative or neighbor when unexpected emergencies arise and your regular care arrangement is not available, either due to illness, holidays, late evenings or out-of-town travel. Here are the specifics:

- > Eligible partners or staff may use a provider of their own choosing for emergency backup care when their normal day care or dependent care provider is not available.
- > The firm will reimburse charges up to \$50 per day for a maximum of 20 days.
- > The firm will also reimburse charges up to \$50 per day for unlimited weekend days.
- > Each time you need to use this benefit, download the Just-in-Case reimbursement form on

KnowldegeCurve2 and fax it to the number provided on the form.

> Just-in-Case isn't designed for regular childcare, just emergency situations.

The smartest thing to do is to be prepared for the unexpected. Have your backup care lined up in advance. LifeBalance OneSource can refer you to appropriate providers in your area.

"The first time our babysitter called in sick, I was a wreck. I had an important client meeting that day, and my husband was traveling on business. Eventually, my mother drove two hours to watch the baby while I rushed off to my meeting. I made sure that never happened again. Now I have my backup options planned, and I use the Emergency Back-Up Care Reimbursement Program to help pay for it."

—TAX DIRECTOR



JORDAN, NEW YORK

returning to work.

While guidelines for maternity leave are pretty straightforward, it's a different story for your transition back to work. There are as many ways to transition back to work as there are unique situations surrounding maternity leaves.

Since so many personal factors go into deciding, it's hard to give broad recommendations. Instead, it might be better to consider some of these questions as you make your decision.

> How much *paid* time off is available to you, including short-term disability, firm-paid parental leave and vacation time?

> How much *unpaid* time off is available? How much time off, if any, do you want to take or can you afford?

> What type of assignments or projects are you working on and how will they affect your leave? Will your leave take place during your busy season?

> Do you want to take all your available paid parental leave at once, or take some of it and use the remaining time available to transition back slowly?

> Will you request to come back to a reduced schedule or another kind of flexible work arrangement? Is this possible given your position and type of work? How could you make that work?

> What day of the week do you want to come back?

> Do you plan to nurse your baby? If so, have you thought about how you'll manage it by researching all the PwC resources such as the Corporate Lactation Program?

> How much travel does your role require? Have you looked into ways you might reduce the travel in your schedule? Would it be possible to be assigned to a local client for a certain period?

> Have you conducted a "trial run" of your childcare before you actually return to work? (For example, have the babysitter start a week early while you're still at home, or drop the baby off at your day care center for a few hours to help him or her get adjusted.)

> Have you planned for emergency backup care? Some people recommend having two layers of backup, just to be safe.

Here's what has worked for some other pwc parents:

"I sought out other new parents and created my own informal support group. We don't have time to meet in person much, but we're always sending emails back and forth. Your local Office HR Leader or local Diversity/WorkLife Leader may be able to help you identify other new parents in your location." —ADVISORY SENIOR ASSOCIATE

"My husband took his week of leave during my first week back at work. He brought the kids into the office to visit, which made me feel better. It was a very tough transition week for me."

—HR MANAGER

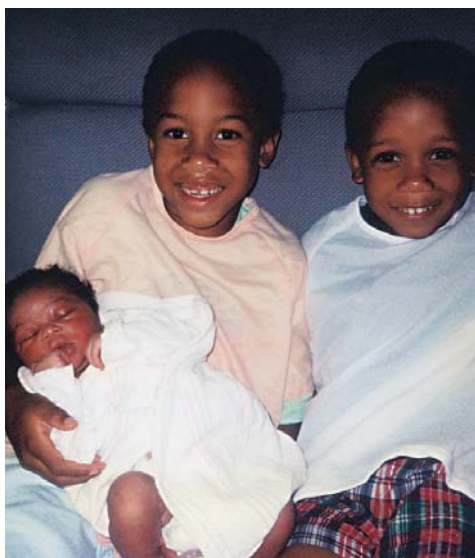
"My advice to any new parent is to transition back slowly, if you can. This will help you, your child and your caregiver get used to the new routine. I especially liked spending a week at home with our new nanny so she could see exactly how I wanted things done." —IFS MANAGER

"It may sound crazy, but I tried to plan both my pregnancies so that I'd be back at work for a little while before my busy season—and it actually worked! Also, I used my vacation time, and parental leave when it was available, to ease back into full-time work. For the first few weeks I worked only two days a week (which was around the December holidays), then three, slowly building up to full-time. I realize this wouldn't work for everyone, but for my situation it was perfect."

—IFS DIRECTOR

"When I returned from maternity leave, I chose to work a 60% schedule to help me transition back. That flexibility gave me room to breathe at home, and I had the ability to schedule my client commitments around my new family routine. I'm back to working full-time, and I know that having the option to reduce my hours during that period is a major reason why I'm still with PwC."

—TAX DIRECTOR



ANDERSON, CHRISTOPHER AND WALTER, ATLANTA

our corporate lactation program.

Studies have long linked significant health benefits with breastfeeding. That's why we've invested in the New Mom's Corporate Lactation Program, which provides support for our new mothers and PwC spouses and domestic partners who choose to continue to breastfeed after returning to work. What's more, the program is administered by an expert in the field. It includes:

- > The opportunity to purchase a high-end breast pump for a nominal co-pay (PwC pays the rest).
- > 24/7 access to a certified lactation consultant by phone.
- > Mothers' Rooms in most larger PwC offices so you can pump at work, and accommodations in smaller offices. Of course, nursing and working isn't for everyone. It's a personal decision that involves various factors. One mother reported that she nursed and pumped for five months after returning to work from her first child, but with

the second she stopped after just three months—a new client and demanding travel schedule just made it too inconvenient. “I thought I was doing the right thing for my baby, but I was stressed out all the time. Finally, I decided that whatever benefits my son was receiving were overshadowed by my enormous stress level. Everyone was happier when I finally decided to stop.”

On the other hand, some mothers find pumping at work manageable and even relaxing. The choice is yours. If you're considering pumping, we suggest you call the PwC Lactation Program for information before you go out on leave at 800-822-6688. (We recommend enrolling after the fifth month of pregnancy.) You'll be assigned a lactation consultant, who will set up a schedule to call you on a regular basis once you deliver your baby. Your consultant will also be available to answer any questions, including tips on pumping and storing milk when you travel.



NICHOLAS AND PATRICK, NEW YORK

practical advice for your return.

> Your local Workplace Leader has the keys to the Mothers' Room in your office. Try to visit it before you go out on leave. This will help prepare you for your first day back. Also, make sure you've tried out the pump before you actually need it.

> Manage expectations—yours and those who work with you. If you know you'll be pumping three times a day, let people know your schedule in advance. This will help reduce your stress level when someone schedules an all-day meeting. It will also make it easier for your team to plan their schedules.

> Keep the phone number for Medela handy, especially if you travel. Medela, the vendor that provides the breast pump, can help you locate parts (like a lost electrical cord or tubing) and find

a distributor within your zip code. Their website (www.medela.com) has useful articles, tips, and more.

> Keep spare bottles or bags at work. If you don't have personal storage space, you can store them in a desk drawer or file cabinet.

> Carry a hand pump in your bag for emergencies—especially last minute meetings.

> Keep a spare shirt in a desk or file cabinet, just in case.

"I thought I would hate pumping and couldn't imagine how I was going to make it work with my schedule. But it turned out to be the most relaxing time of my day. It was as though I was being forced to take a break. I found I came back to my desk energized and renewed." —ASSURANCE SENIOR MANAGER

"My wife enrolled in the program and everyone at her job thinks it's amazing that she gets this great benefit because of me. Even we were surprised when we learned that the program is available to spouses."

—IFS DIRECTOR

"I forgot to bring the power cord to my pump on my first day back to work—I was in a panic! After 15 phone calls, I finally found another Mothers' Room user who let me borrow hers. I'd recommend having some phone numbers handy for that first day back at work—it would have relieved a lot of stress for me." —COMMUNICATIONS MANAGER

"It was a 'Godsend' to have a consultant call me and give me breastfeeding advice those first few weeks. She had amazing insights—I didn't realize how complicated it would be." —HR MANAGER



LAUREN, PHILADELPHIA

we're flexible.

We believe that people are more productive at work when they've got the flexibility to manage their lives outside of work. So we established Flexible Work Arrangements (FWAs) for people who, for a period of time, require greater flexibility to attend to personal matters. A prime example is the time surrounding childbirth. Though not every position may be right for an FWA, and situations sometimes make them impossible, you may want to explore all the options to see if an FWA could work for you. For complete descriptions of FWAs, go to KnowledgeCurve2, or the Flexible Work Arrangements Database. FWAs include:

- > Reduced hours
- > Telecommuting (PwC@home)
- > Compressed work week
- > Flextime
- > PwC Offsite
- > Seasonal employment

One Tax Senior Manager, who has worked a flexible arrangement for almost four years, summed it up: "FWAs are always a work in progress when you're in a fluid, continually changing environment like ours." This mother of three works a 32-hour schedule, with three days in the office, an arrangement she came to at the suggestion of her HR manager. Others she knew working four days a week had found it hard to cut down to the reduced hours once they were in the office. Consequently, they didn't see much of a difference in their

80% schedules, and they went back to a full-time workload.

Our Senior Manager adds, "The first year of my FWA was very rough, and while it's gotten better, it's still not perfect. Lessons I've learned along the way include the need for a strong support network, that saying 'no' sometimes is okay, and that I need to be totally focused while I'm here." Where her clients are concerned, she plays down the flexible arrangement. "I want them to feel they're getting my service full-time. I do check voicemail and email a few times a day even on days when I'm out in order to keep things moving."

"My partner understands that I am committed to my clients and to doing the best work possible, so she has always been supportive of my flexible schedule. I work from home two days a week, but I'm always accessible, and I always get the work done, even if it's at midnight." —TAX MANAGER

"I worked a reduced schedule for four years. The biggest challenge was trying to keep my workload compatible with my hours, but it was ultimately doable. Now that my daughter is starting school, I'm coming back full-time. People don't realize that an FWA doesn't have to be permanent."

—HR MANAGER

“When I started as an intern in 1992, I aspired to become a tax partner and a mother. On December 31, 1998, I had my daughter (which was great tax planning). The day after that was my official promotion date to manager. I worked out a customized telecommuting plan that gave me more flexibility to balance my family life and career. I’ve since had a second child and another promotion. I’ve never questioned my ability to advance because of my decision to be a working parent.” —TAX SENIOR MANAGER

“I thought a reduced schedule would ultimately be the downfall of my career. Instead, I received the support

of my supervisors who enable me to make the best use of my skills while also complementing, rather than compromising, my goal of balance. It’s a privilege to work for a firm that values the values of its employees.”

—MARKETING MANAGER

“I had to work very hard to make my flex schedule work and control my hours. Last busy season was one of the best of my career. Although I still worked the same number of hours, I was able to fit my schedule around my daughter’s. One of the primary reasons I’m still with this firm is the flexibility and freedom of choices that it offers.” —TAX SENIOR MANAGER



SOPHIA AND JULIAN, JERSEY CITY

LifeBalance OneSource

This valuable resource can provide a wealth of information for *all* staff—new parents included. It’s free and it’s available 24/7. If you’re new to parenting, it should be one of the first tools you use. Call 877-PWC-4YOU (877-792-4968), or visit <https://www.life-works.com/login/index.cfm?s=1> (which you can also access through KnowledgeCurve2). User ID is pwc (all lowercase); Password is 1420.

Of the many free services provided to PwC staff and their families, here are some related to parenting:

Childcare locator

Supply your address and you’ll get a list of all licensed/registered centers in your area. You can then call a counselor at LifeBalance OneSource to conduct a more targeted search for availability, as there is usually a limit to the number of newborns a licensed center or home-care provider can accommodate.

Worksheets

Downloadable, to help you with important matters such as interview questions for a nanny or care center, tips for where and how to place an ad, a childcare checklist and more.

Counseling

Available 24 hours a day, confidential counselors can offer guidance and advice on many issues, like how to tell

your supervisor or staff about your pregnancy, how to begin your childcare search, how to manage your travel schedule with a new baby, interviewing techniques for babysitters, and more.

Downloadable articles

Practical information on pregnancy, parenting and childbirth.

Books, tapes, CD-ROMs, etc.

Available for you to order or borrow, such as *Becoming a Parent*.

Parenting bulletin boards

The electronic way for new parents to connect with others in similar situations.

Financial calculator

How much can you afford to pay for childcare? What are your tax obligations if you employ a nanny/ baby-sitter/au pair? A very useful tool for helping you manage childcare finances.

Web links

The LifeBalance OneSource website has plenty.

“LifeBalance OneSource is an amazing resource. Using them saved me so much time in my childcare search. I didn’t know where to begin, but they narrowed it down to make it much more manageable. I’d encourage any expecting parent to call them first thing.” —ASSURANCE SENIOR ASSOCIATE



ZACHARY, ATLANTA

your pregnancy planner.

This convenient checklist will help you plan your leave and your transition back.

the first trimester

□ Educate yourself on all the firm's benefits and programs geared toward pregnancy and parenthood. Visit KnowledgeCurve2 and click on the WorkLife Quality page for the most up-to-date information on programs and policies.

□ Visit Benefits Express online at <https://www.2benefitsweb.com/pwc.html> and navigate to "Health and Welfare." Then see "view/print materials" for detailed information about medical benefits (which include pre-natal care programs), short-term disability, FMLA and more.

□ Contact your insurance provider directly to find out about special maternity and prenatal benefits and programs, such as the "CIGNA Healthy Babies" program and the "Aetna Moms-to-Babies" program.

□ Start thinking about a plan for your leave, but understand it will probably change many times as you talk to different people, work through your career goals, figure out your personal finances, and weigh all your options.

□ Think about when you'll tell your supervisor. Most people wait until after the first trimester before making their pregnancy public, but your own health, comfort level, or your health care provider's advice might dictate different timing. It's hard keeping such great news secret. On the other hand, nine months is a long time to have everyone asking how you feel! Let your health, relationships and best judgment be your guide.

the second trimester

□ According to experienced moms and dads, now is a good time to begin thinking about childcare options. You might not make a decision this early, but you may at least narrow the choices. Also, you can place yourself on waiting lists, since the most popular day care centers often have long ones.

□ Start making appointments to visit potential childcare sites. This will help you determine the best type of care—in-home versus center-based—as well as what fits best in your budget. For this, you'll need to explore all your options.

□ Contact LifeBalance OneSource (see page 11). Not only can they provide referrals and other resources, they also offer confidential counseling to assist in your decisions.

□ If you travel, think about when to cut back—your doctor may instruct you when it's no longer safe.

□ If you plan to nurse your child, register for the New Mom's Corporate Lactation Program. It's available to all U.S. PwC women as well as the spouses and domestic partners of PwC partners and staff. Program guidelines recommend enrolling after the fifth month of pregnancy.

□ Can't fit into your clothes? Check out the PwC Perks site on KnowledgeCurve2 to find out if there are any discounts available at maternity stores or websites. The site is updated regularly, so it's worth an occasional visit.

□ Revise your leave plan based on what you know now.



PATRICK, NEW YORK

the third trimester

- The National Leave Center (NLC) recommends you contact them somewhere between your fifth and eighth months of pregnancy, or approximately two months before your leave begins. Call 877-ON-LEAVE, and they'll send a comprehensive packet of information about your disability and parental leave benefits, including all the legal forms you'll need. They'll also provide a leave specialist for you to call with questions before and during your leave.
- Reach out to your local HR representative, Office HR Leader, or WorkLife/Diversity Leader to find out about local resources. There may also be Parenting Circles or Women's Networking Circles in your office that can offer additional networking support.
- If you plan to continue nursing when you return to work, ask your local HR representative or Workplace Leader where the "Mothers' Room" is located, and the procedure for getting and using the key. If a Mothers' Room isn't available, they can help make accommodations for you.
- Consider the projects you work on, your various responsibilities, and the people most likely to be affected by your absence. They'll surely appreciate any foresight and planning on your part.
- Schedule a meeting with your partner or LOS leader to discuss your intentions, including your ideal return-to-work plan. Now's a good time to discuss the possibility of returning to a flexible work arrangement—perhaps a part-time schedule, reduced hours,

or telecommuting—which may be available to some staff.

- Firm up your plan, but realize that no matter what you think now, you can't actually know how you'll feel until after you have your baby.
- Send a note to all relevant parties, HR included, to inform them of your plan. Include your last scheduled day at work and your anticipated date back. To help manage expectations, you might want to include how often—if at all—you'll be checking in. Keep in mind you should not generally perform work during your leave. If you want, include your contact information (you never know—someone may want to send a gift!).
- Remember that unpaid leave (beyond the FMLA/FLA period) requires HR approval, so you need to contact the NLC about any extensions.
- Change your voicemail and email messages to reflect your leave status. Indicate an alternative contact person and number.
- Don't forget to submit your last T&E—consider how to handle any recurring expenses, such as cell phones.

Naturally, the decisions you make regarding your pregnancy and your transition back to work will be your own. It's our hope that this booklet has provided information and insights that will help you prepare for this major life event.

We wish you and your family health and happiness, and much success in your career at PwC.

The PricewaterhouseCoopers U.S. firm, PricewaterhouseCoopers LLP, is referred to herein as PricewaterhouseCoopers, PwC or the firm. The policies, plans and programs described in this booklet are presented in summary fashion for your convenience and do not contain all details of the policies, plans and programs. Any conflicts between these descriptions and the provisions detailed in any legal plan documents will be governed by the provisions of the legal plan documents. The firm has the right to change, modify or terminate the policies, plans

and programs described in this booklet or posted on KnowledgeCurve2 at any time, with or without prior notice. Generally, full-time staff members and part-time staff members scheduled to work at least 1,000 hours per year are "eligible" for the benefits described in this booklet. Some benefits are provided on a pro rata basis to eligible part-time staff members.

Nothing in this booklet constitutes, nor may anything herein be construed as, a commitment to employment for any specific duration. Your

employment with the firm will be at will, which means that you may leave the firm or the firm may require that you leave its employ, with or without prior notice, for any reason at any time. The firm's policy of at-will employment is not subject to change other than through an express written agreement signed by you and the firm's U.S. Human Resources Leader.

הרשת הבינלאומית PwC

PwC היא רשת השירותים הפיננסיים המקצועיים המובילה בשוק הבינלאומי. הרשת מעניקה שירותי ביקורת וחשבונאות ודיווח כספי, ייעוץ מס וייעוץ עסקי. יותר מ-161,000 אנשים ב-154 מדינות משתפים פעולה בחשיבה, בניסיון ובפתרונות המקצועיים, במטרה לספק נקודות מבט רעננות וייעוץ פרקטי ללקוחות. PwC דוגלת בגישה הוליסטית ורב תחומית, המשלבת הבנה מעמיקה של ענפי המשק השונים עם מיומנותם המקצועית של רואי חשבון, מומחי מס, כלכלנים ועורכי דין, הפועלים יחד למתן פתרונות משולבים ומקיפים.

PwC Israel

PwC Israel היא פירמת שירותים פיננסיים מקצועיים מובילה בשוק הישראלי ופעילה מאז שנת 1924. הפירמה מונה 49 שותפים וכ-1,000 עובדים מקצועיים, בהם רואי חשבון, כלכלנים, משפטנים, מוסמכים במינהל עסקים, אנשי תוכנה ומנתחי מערכות, מהנדסים ועוד. כנהוג ברשת הבינלאומית, שירותינו מתחלקים לשלושה תחומים עיקריים, אשר לכל אחד מהם מערך של התמחויות, והם ערוכים לענות על דרישות לקוחותינו, אשר פעילים בשווקים הגלובליים בתחומים הבאים:

- ביקורת ודיווח כספי
- ייעוץ מס
- ייעוץ עסקי

משרדינו פרוסים בארבעה סניפים ברחבי הארץ: המשרד הראשי בתל אביב ומשרדים נוספים בחיפה, ירושלים ועומר.

הפירמה מעניקה שירותים פיננסיים מקצועיים לחברות מכל ענפי המשק.

אנו מטפלים בחברות במגוון רחב, החל מחברות הזנק ועד לחברות בוגרות וגלובאליות. אנו מלווים אותן בכל אבני הדרך, החל בשלב היזמות דרך IPO וגיוס משקיעים ובהמשך סיוע בביצוע שילובים עסקיים שונים. לרשותנו עומדים הידע, הקשרים והכישורים של רשת PwC כולה, ומשאבים אלה מאפשרים לנו לסייע ללקוחותינו לפתור בעיות עסקיות מורכבות, לבוא לעזרתם בניהול תהליכים וסיכונים וכן לשפר את ביצועיהם.

הודות לגודלה של הרשת הבינלאומית, לפריסתה ברחבי העולם ולידע הרחב שנצבר בתחומים השונים, ביכולתנו לתמוך בלקוחותינו בכל מקום בו מתעורר הצורך, בזירה המקומית או הבינלאומית.

אנו מחויבים לספק ללקוחותינו את השירות הטוב ביותר ולהעניק שירות מהשורה הראשונה באיכות ללא פשרות. אנו מעמידים לרשות לקוחותינו צוות זמין וגמיש, אשר הוא שותף לכל אורך הדרך, ומסייע בהתמודדות עם כלל האתגרים וההזדמנויות.

