

Baxter Work/Life Resources

LifeWorks

A resource and referral program for assistance with child or eldercare issues, education and financial planning and questions, adoption issues, and caring for self.

Employee Assistance Program (EAP)

A free, confidential assessment and counseling service designed to help you and your family members cope with personal life situations, crises, family and marital issues, and drug and alcohol dependency.

Center-Based Child Care/ Network Access Program

Provides priority enrollment and reduced registration fee for Baxter employees at over 190 Bright Horizon Family Solutions childcare centers nationwide. The program also offers daily back-up care for a discounted fee at many centers on a space-available basis.

Center-Based Child Care/ Children's World Tuition Discount

Provides 10% discount and waived initial registration fee for Baxter team members at over 600 Children's World Learning Centers nationwide. Due to infant classroom ratios, the discount applies to children 2 years and older.

Alternative Work Arrangements (AWAs)

Baxter actively participates in the use of AWAs such as part-time, compressed work week, job sharing, telecommuting and flex time in circumstances and environments which meet the company's business needs.

Work/Life in the Workplace

Discussion tool for managers and employees to use together to raise awareness of work/life issues and encourage open dialogue.

Inside Advantage Program

Enables employees to access career opportunities for both regular full-time as well as positions which would consider alternate work arrangements.

Support Groups/Seminars

Provides a variety of support groups and seminars, which exist to address and support an employee's work/life needs.

Work/Life Lending Library

A large collection of books on a wide range of life stage topics, which can be sent to employees through interoffice mail for a specific time frame and upon completion returned back to circulation.

Flexible Benefits Program

Recognizes and respects individual differences and therefore gives employees choices related to their employee benefits ranging from medical and dental care to disability and long-term care insurance.

Adoption Assistance

Provides reimbursement to eligible employees to help defray the costs of legal fees and administrative expenses associated with adoption.

Reimbursement Account for Health Care and Dependent Care Expenses

Eligible employees may elect to have amounts deducted from their pay on a before-tax basis which can be used as reimbursement for eligible expenses, such as vision and hearing care, deductibles, co-payments, and other services not covered by a health care plan, as well as qualified dependent care expenses.

Educational Assistance Plan

Eligible employees may take advantage of this qualified plan that provides reimbursement for those who take pre-approved undergraduate courses at an accredited institution.

Credit Union

Employees and their families can join for life. Get low loan rates, investment planning, take advantage of direct deposit and free checking!

Volunteer Program

An on-line resource to help match employees interests in volunteer opportunities to nonprofit organizations.

Dollars for Doers

The Baxter International Foundation provides grants to qualified organizations in which employees are involved as volunteers.

Matching Gifts Program

The Baxter International Foundation matches, up to the specified annual limit, gifts made by eligible employees and directors to non-profit cultural, education and health organizations.

Scholarship Program

The Baxter International Foundation provides renewable cash awards of \$1000 per year on a competitive basis for post-high school education to children of eligible employees.

Family and Medical Leaves of Absence

Employees may be eligible for family and medical leaves for reasons such as caring for: a newborn, a child following adoption or foster child placement, a family member who has a documented serious health condition, or your own documented serious health condition.