

FOR IMMEDIATE RELEASE

Deloitte Announces 16 Weeks of Fully Paid Family Leave Time for Caregiving

Deloitte's Family Leave Program First of Its Kind for Professional Services

NEW YORK, Sept. 8, 2016 — Beginning this month, Deloitte professionals – from the parent celebrating the arrival of a new child, to the professional caring for a spouse or significant other, to the professional supporting aging parents – will have an extra layer of support from Deloitte's new **family leave program**. This bold new step in the broader caregiving space recognizes the changing family dynamics and emerging needs of Deloitte's professionals. Men and women alike will now be eligible for up to 16 weeks of fully paid family leave to support a range of life events impacting them and their families.

"By adding support for eldercare, spousal care and children beyond the birth stage, Deloitte's family leave program provides our people with the time they need to focus on their families in important times of need," said Cathy Engelbert, Chief Executive Officer, Deloitte LLP. "Leaders often discuss how they can become more innovative, and one of the things that makes a big difference is to focus beyond business products and services and think about their people and the fabric of organizational culture."

Also under this family leave program, mothers who give birth to a child are eligible for up to six months of paid time off when factoring in short-term disability for childbirth.

Shifting family structures and needs go beyond just the requirements for new parents welcoming a child. "Our Talent strategy is centered around our ability to create a leadership culture that is focused on the development and well-being of our professionals," said Mike Preston, Chief Talent Officer, Deloitte LLP. "Leading-edge programs for our people, reinforced by daily interactions and conversations at the team level, instill a culture of support and well-being."

What Deloitte is learning from its people is echoed in the external marketplace. In a recent [pulse survey](#) of U.S. workers, Deloitte found that 88 percent of the respondents would value a broader paid leave policy to include family care beyond parental leave. More information about Deloitte's long-term commitment to well-being can be found at www.deloitte.com/us/lifeatdeloitte.

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