TOTAL REWARDS

To recognize employee contributions to our success, we offer a comprehensive, competitive total rewards package.

**Compensation**

**Base Pay**
- Competitive Pay
- Reviewed Annually

**Bonus**
- All Employees Receive Annual Bonus
- Based on Employee and Company Success

**Benefits**

**Focus Areas**
- Health and Wellbeing
- Protection and Security
- Financial Success

**Benefits at a Glance**

**Shared Cost**
- Medical & Prescription Drug
- Dental
- Savings & Profit Sharing Plan

**Church & Dwight Pays Full Cost**
- Employee Assistance Program (EAP)
- Basic Life Insurance
- Basic Accidental Death & Dismemberment Insurance (AD&D)
- Short-Term Disability (STD)
- Long-Term Disability (LTD)

**Optional Benefits: Paid by Employee**
- Vision
- Supplemental Accidental Death & Dismemberment Insurance
- Spouse Life Insurance
- Child Life Insurance
- Health Savings Account (HSA)
- Health Care Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (FSA)
- Commuter Reimbursement Account (CRA)
- Identity Theft Protection
- Voluntary Benefits

**Benefits for Everyone**

- Adoption Assistance
- Infertility Treatment
- Gender Reassignment
- ABA Therapies (Autism)

**Savings & Profit Sharing**

- 100% Vested After 5 Years of Service
- 7% Employees Choose Contributions
- 5% Church & Dwight Matches up to 5% into 401(k)
- 5% Annual Profit Sharing Contribution Target: 5%

**Give & Get**

We believe that we all have something to contribute, and something to gain from working together.

**We roll up our sleeves**
- **What we offer**
- **What you bring**

**Bring your determination:**
We’ll give you the power to turn your success and do more than you thought was possible.

**We believe in team first**
- **What we offer**
- **What you bring**

**Bring your team spirit:**
We’ll offer you an open-minded and low-ego environment.

**We make an impact**
- **What we offer**
- **What you bring**

**Bring your courage**
We’ll help you make a tangible impact on the business.