

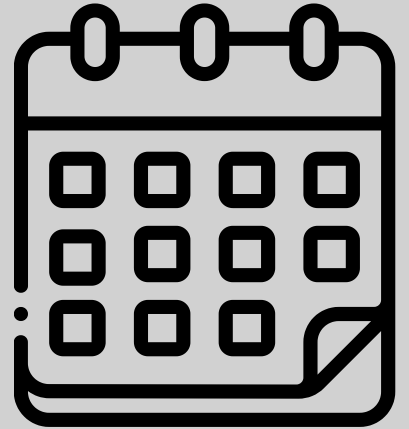
Cost-Saving Reasons to Invest in Child Care Access for your Employees

Reduce Absenteeism

On average, 45% of parents miss 4.3 days of work every 6 months due to breakdowns in child care. Further, 65% of parents' work schedules are affected by child care challenges on average 7.5 times over a six-month period.

It is estimated that unscheduled absenteeism costs roughly \$3,600 per year for each hourly worker and \$2,650 for each salaried employee. Costs include wages paid to absent employees, high-cost replacement workers, administrative costs of managing absenteeism, among others.

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Attract Employees



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According to a 2020 survey, child care is the most requested employee benefit by parents, but less than a fifth of working families have access through their employer.

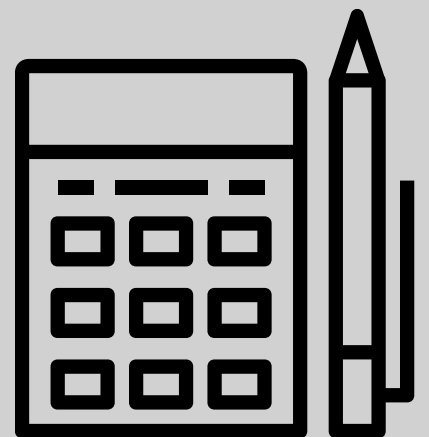
In our post-pandemic world, more employees than ever are looking for companies that offer flexibility and family-inclusive support. Investing in family-inclusive employee benefits will help you stand out from competitors and also reap the rewards of satisfied and productive employees.

Retain Employees

In 2017, the annual turnover rate in the U.S. was 26.3% based on the Bureau of Labor Statistics. Estimates show that hiring someone new can cost anywhere from 0.5-2 times the employee's annual salary.

Most companies don't keep track of the direct and indirect costs associated with turnover: hiring, onboarding, training, overtime payments to cover shifts, just to name a few. Investing in child care support for working parents is a key component to retaining existing talent.

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Improve Company Culture & Morale



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Parents with adequate child care have increased productivity, improved health, and reduced stress - all items that contribute to a company's bottom-line.

When employees miss work to care for their children, their workload often falls to other employees, which also takes a toll on company morale.

Receive Tax Credits and Deductions

A new tax credit will save Kansas employers up to \$45,000 on their state income tax if they provide child care benefits to employees.

The credit is fully refundable - meaning a business can receive the credit in the form of a direct payment if the size of the credit exceeds their tax liability.

Businesses can qualify regardless of whether they provide care on-site, help their employees cover the cost, or simply assist in finding and securing child care.

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