

## BadgerBabies at Work Policy

Badger’s desire is to support as much as possible the special opportunity for a bonding time between the parent and his or her newborn infant. While every job situation at Badger will not be able to meet the needs of each new parent and child for safety and comfort, as well as Badger’s expectations for the parent to perform their job, it is Company’s desire to extend the opportunity to a Team Member to bring his or her newborn to work when possible.

Bringing your newborn with you to work is *not* a Badger Employee benefit. Rather it is considered an opportunity that can only be offered to employees in appropriate situations given our space constraints and the nature of the job. The Badger. Chief Operating Officer, Team Leader, and HR coordinator, will evaluate the work space, the parent’s request to bring his or her child to work, whether the job description permits work to get done while caring for the infant, and the experience of other Team Members. Safety is always a primary concern, as well the space the parent works in and his or her job requirements. Each parent is required to designate two backups in the Company to assist with time in meetings, on important calls, or at other critical work moments. The parent must also have arranged for childcare alternatives outside of Badger in the event bringing a child to Badger proves difficult. A schedule will be worked out with the Team Leader and Human Resources Coordinator to allow a balance between work time and quality time with your baby.

A memo of understanding outlining further details about the Badger Babies at Work program is available for parents who are interested in this opportunity. If you are interested in exploring the possibility of participating in Babies at Work, please see your Team Leader two months prior to your baby’s birth.