



## Teleflex Announces Expanded “Family-Friendly” Benefits Beginning January 1, 2019 to Meet the Diverse Needs of Its Employees

December 10, 2018

*Child-Bearer Parental Leave Support expanded by 300%, from 6 Weeks to 18 Weeks*

*New Secondary Parental Caregiver Policy Introduced, with 12 Weeks Support to Secondary Caregiver (Biological, Adoptive, Surrogacy or Foster Parent) Regardless of Gender, Sexual Orientation, or Pay Classification*

*New Infertility Managed Care Program within Comprehensive US Medical Plan*

*New Adoption Assistance Program Provides Expense Reimbursement Up to \$10,000 Lifetime Maximum*

WAYNE, Pa.--(BUSINESS WIRE)--Dec. 10, 2018-- Teleflex Incorporated (NYSE: TFX), a leading global provider of medical technologies for critical care and surgery, has announced that the company's US-based eligible employees will receive new and expanded family-friendly benefits, commencing January 1, 2019. The enhanced benefits will encompass parental leave, infertility services, and adoption support. Eligible salaried and hourly employees who are (or who are wanting to be) biological, adoptive or foster parents, including individuals in the LGBTQ community, will be able to utilize these enhanced benefits.

“Teleflex employees are passionate about making a difference in people’s lives”, says Liam Kelly, president and CEO. “Our Teleflex medical device products make a difference for millions of patients and health care providers around the world every year. This new benefit offering will also make a difference for our employees, and for those who matter most to them.”

“People are at the center of all we do at Teleflex, and these enhanced benefits absolutely reflect that core value,” said Cam Hicks, Teleflex vice president of global human resources and employee communications. “We wanted to provide our employees with a benefit offering that reflects the unique profiles and needs of families today, through three important dimensions: time off, reproductive services, and financial support.”

The new parental leave policy covers women and men welcoming a child through birth, adoption, surrogacy and fostering, providing 12 weeks of time off, half of which is fully paid. In addition, birthing mothers will continue to receive 6 or 8 weeks of paid leave through the company's current disability plan.

Teleflex employees pursuing infertility options will now be eligible for enhanced reproductive services through coverage in the company's comprehensive medical plan. This enhanced benefit includes two full cycles of assisted reproductive technology procedures including IVF, IUI, Egg Freezing and Frozen Embryo Transfer, along with Donor Benefit coverage. All fertility prescription coverage, both oral and injectable, will also be covered. Additionally, employees will be provided a unique personalized, concierge-style support throughout the entire fertility process.

Under the company's new adoption assistance program, eligible employees can seek reimbursement for up to \$5,000 per adoption (to a \$10,000 lifetime maximum) for eligible expenses. Those eligible adoption related expenses include agency and legal fees, travel and lodging, and temporary foster care expenses.

### **About Teleflex Incorporated**

Teleflex is a global provider of medical technologies designed to improve the health and quality of people's lives. We apply purpose driven innovation – a relentless pursuit of identifying unmet clinical needs – to benefit patients and healthcare providers. Our portfolio is diverse, with solutions in the fields of vascular and interventional access, surgical, anesthesia, cardiac care, urology, emergency medicine and respiratory care. Teleflex employees worldwide are united in the understanding that what we do every day makes a difference. For more information, please visit [teleflex.com](http://teleflex.com)

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Source: Teleflex Incorporated

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