Medtronic News

Medtronic Announces New Paid Family Care Leave Benefits

DUBLIN - May 1, 2018 - Medtronic plc (NYSE: MDT), the global leader in medical technology, today announced expanded paid family leave benefits to allow for greater employee flexibility when balancing work and family priorities. Effective May 1, 2018, all full-time and part-time U.S. employees will be covered under the Medtronic Family Care Leave policy - a single, broad benefit that covers a wide range of family care leave needs, from time spent bonding with a new child, caring for ill family members, or caring for family after a spouse, child, or parent is called to active military duty.

The Medtronic Family Care Leave benefit allows up to six weeks of time away from work. For birth mothers, this benefit is in addition to maternity benefits; when combined with accrued paid time off, a new mother may be on leave for up to 18 weeks and paid at 100 percent for the full leave.

"These expanded benefits support our employees and their families in various life stages and make it possible for employees to dedicate their full attention to the people who matter most when needed," said Omar Ishrak, Medtronic chairman and chief executive officer.

Previous Medtronic policies allowed for 5-7 weeks of paid leave for birth parents, one week for non-birth parents, and four weeks for compassionate leave to care for or support a terminally ill family member.

"We listened closely to what our employees were saying, and the needs they described," said Carol Surface, Medtronic chief human resource officer. "We believe we have created a benefit that goes well beyond current practice in the U.S. and affords Medtronic employees the valuable time they need with their families at critical times in their lives."

While the Family Care Leave policy today applies to all regular U.S. employees, Medtronic is currently evaluating benefit structures and country-specific employment laws and regulations globally to determine opportunities for additional policy changes to apply outside the United States.

About Medtronic

Medtronic plc (www.medtronic.com), headquartered in Dublin, Ireland, is among the world's largest medical technology, services and solutions companies - alleviating pain, restoring health and extending life for millions of people around the world. Medtronic employs more than 84,000 people worldwide, serving physicians, hospitals and patients in more than 160 countries. The company is focused on collaborating with stakeholders around the world to take healthcare Further, Together.

Any forward-looking statements are subject to risks and uncertainties such as those described in Medtronic's periodic reports on file with the Securities and Exchange Commission. Actual results may differ materially from anticipated results.

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Contacts:

Fernando Vivanco
Public Relations
+1-763-505-3780

Ryan Weispfenning
Investor Relations

+1-763-505-4626

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