



# Introducing **San Bernadino Municipal Water Department's** new paid parental leave policy, powered by Parento.



Paid Parental Leave Insurance



Parent Experience Program



Leave Concierge



BUSINESS  
INSIDER

FASTCOMPANY

HR BREW

yahoo!

benefitsPRO

MEET  
PARENTO

## Welcome to Parento!

Congratulations! Through your employer, you're now eligible for paid parental leave.

### ***What do you have to do?***

Nothing! There's no opt-in or opt-out and you're automatically enrolled.



# So, what is Parento?

Parento is a one-stop, white-glove solution for paid parental leave. We make it easy for HR, and most importantly for you, to navigate the complicated work of paid leave.

- Paid parental leave insurance
- No employee enrollment or claims
- Dedicated Leave Concierge: leave experts to answer questions and provide tailored guidance
- 1:1 emotional support, guidance and parent coaching
- HR and manager education



## Who's covered and is this for you?

Full-time employees with at least 12 months of service.



**Birth moms**



**Dads, spouses or non-  
birthing parents**



**Foster parents**



**Adoptive parents**



# A look at your company's paid parental leave policy.

**12 weeks**

Length of leave available

**66.67% of pay**

Covered % of salary

**Up to \$2,000**

Weekly cap

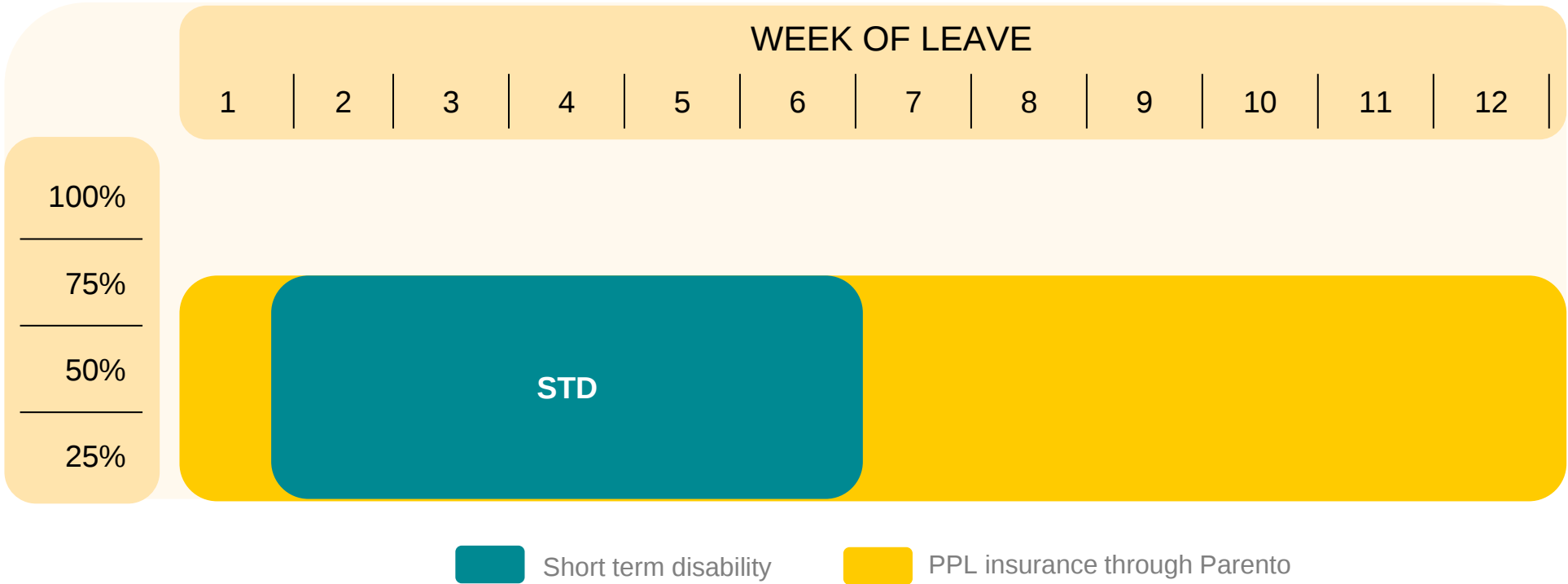
## Details

- Continuous or intermittent in full week increments
- 6 months to use company's paid parental leave
- PPL runs concurrent with STD (birth mothers only)

**Don't worry about any paperwork.  
We'll cross that bridge together.**

# Sample Payroll Schedule

Your paid parental leave run concurrent with STD.



# Ready to take leave?

Here are some next steps.

- Announce to HR and manager
  - Dedicated coaches can provide support and suggestions for communicating with HR
- File for STD with guidance from Parento
- Submit documentation to HR
- Receive on-going support and guidance through the Parent Experience Program



**Questions?  
Contact Leave Concierge.**

**Elizabeth Kidd**

Leave Administrator

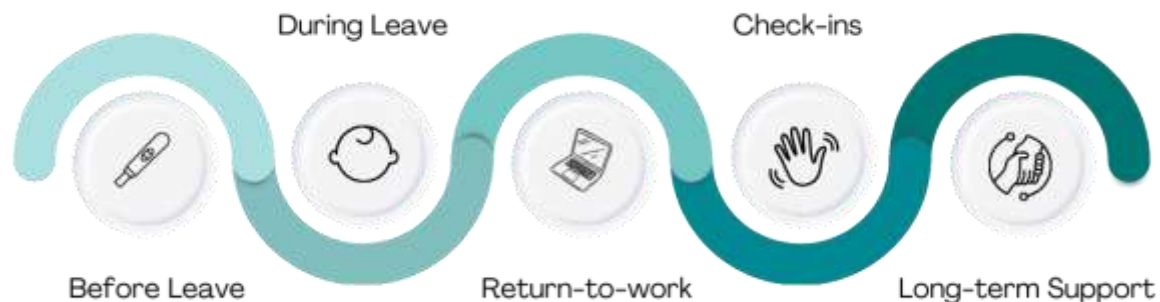
[parents@parentoleave.com](mailto:parents@parentoleave.com)



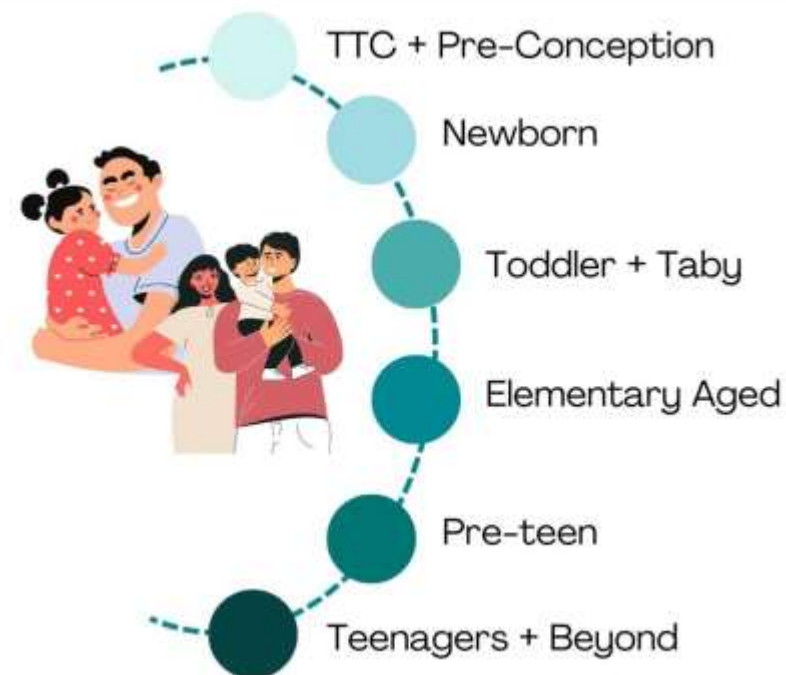
# Our Parent Experience Program is here for you along the way.

Designed and led by an expert parent coach and postpartum doula.

## Before, during and after leave



## Support for every parenting stage



# You can mix-and-match support to meet your needs.

Available for all employees and their partners. **100% confidential.**



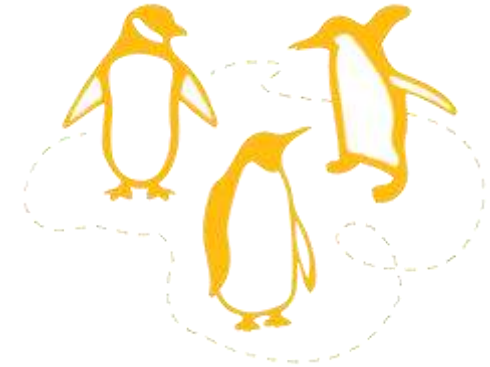
## Parent Coaching

Virtual one-on-one sessions with an expert parent coach. Includes a postpartum anxiety and depression screening for birthing parents.



## Parental Leave Pathways

A customized parental leave plan with a calendar, touch-points, and return-to-work timeline.

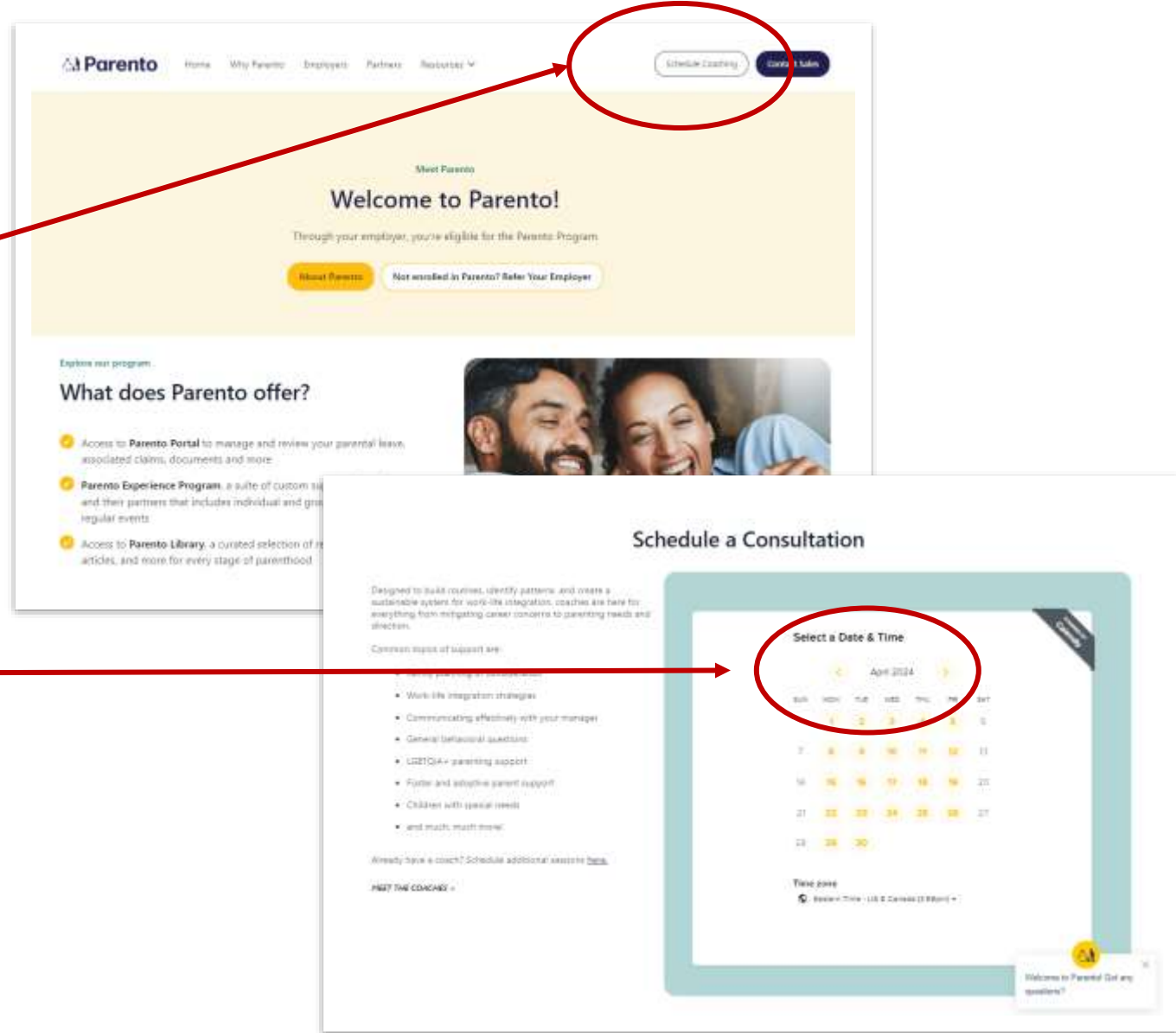


## Parento Pods

Group parenting sessions designed to build community, share perspectives and meet parents at similar stages.

# Easily get started online.

- Go to [parentoleave.com](https://parentoleave.com)
- Click “Schedule Coaching” in the upper right corner
- Scroll down to the calendar and select a time that works for you
- Enter your company code: **526-88-583**
- You’ll receive a calendar invite with a Zoom link for your initial consultation



The image shows a screenshot of the Parento website. A red arrow points from the 'Schedule Coaching' button in the top right corner of the website to the 'Schedule Coaching' button in the list of steps. Another red arrow points from the 'Enter your company code: 526-88-583' step to the 'Select a Date & Time' section of the 'Schedule a Consultation' form.

**Parento** Home Why Parento Benefits Partners Resources

**Schedule Coaching** **Get a Demo**

Meet Parento

## Welcome to Parento!

Through your employer, you're eligible for the Parento Program

[About Parento](#) [Not enrolled in Parento? Refer Your Employer](#)

Explore our program

### What does Parento offer?

- 1 Access to **Parento Portal** to manage and review your parental leave, associated claims, documents and more.
- 2 **Parento Experience Program**, a suite of custom tailored programs and their partners that includes individual and group coaching, regular events
- 3 Access to **Parento Library**, a curated selection of articles, and more for every stage of parenthood.

**Schedule a Consultation**

Designed to build routines, identify patterns, and create a sustainable system for work-life integration, coaches are here for everything from mitigating career concerns to parenting trends and direction.

Common topics of support are:

- Work-life integration strategies
- Communicating effectively with your manager
- General behavioral questions
- LGBTQIA+ parenting support
- Foster and adoptive parent support
- Children with special needs
- and much, much more!

Already have a coach? Schedule additional sessions [here](#).

**SELECT THE COACHES**

**Select a Date & Time**

April 2024

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-----|-----|-----|-----|-----|-----|
|     |     |     |     |     |     |     |
| 1   | 2   | 3   | 4   | 5   | 6   | 7   |
| 8   | 9   | 10  | 11  | 12  | 13  | 14  |
| 15  | 16  | 17  | 18  | 19  | 20  | 21  |
| 22  | 23  | 24  | 25  | 26  | 27  | 28  |
| 29  | 30  | 31  |     |     |     |     |

Time zone: **Eastern Time - US & Canada (EST/EDT)**

**Welcome to Parento! Got any questions?**



## Questions?

**Amanda Hemm**

Director of Parent Experience

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[www.parentoleave.com/coaching](http://www.parentoleave.com/coaching)

