Chevron currently provides mother’s rooms for nursing mothers. Our Facilities group wants to take the strategy of converting the mom’s rooms to “Quiet Rooms” which they intend to be used for religious purposes as well.

- Please advise what you call your mom’s rooms (quiet rooms, mother’s rooms, health rooms, etc.)
- And if your mother’s rooms are used for something other than expressing milk. (If so, have you experienced any issues with this such as milk contamination or anything similar).

_Sara Kashima, Chevron, February 20, 2014_

<table>
<thead>
<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Allstate</strong>&lt;br&gt;Elvia Herrera&lt;br&gt;<a href="mailto:Elvia.herrera@allstate.com">Elvia.herrera@allstate.com</a></td>
<td>Allstate has mother’s rooms (that is what we call them) for the sole purpose of expressing milk. We also have “recovery” rooms to be used for quite time, down time, religious purposes, etc. This type of a room has a time limit (30 min max)</td>
</tr>
</tbody>
</table>
| **AstraZeneca**<br>Liz Perotti<br>Liz.perotti@astrazeneca.com | AstraZeneca currently provides two dedicated rooms for nursing mothers.  
- They are signed “Lactation Rooms” as directed by Facilities. Our nursing mothers have been asking for another name.  
- These rooms are dedicated for nursing mothers, and that is why Facilities will not change the signage. |
| **Bristol-Myers Squibb**<br>Linda Konrad<br>Linda.konrad@bms.com | At BMS the rooms are called “Lactation Rooms” used for nursing and/or expressing milk. |
| **Cardinal Health**<br>Aida Sabo<br>Aida.Sabo@cardinalhealth.com | We have nursing rooms and they are very clean and private; and designed for nursing and our women value and appreciate the privacy.  
We also have a meditation room that employees use for meditation; prayer  
Because of the privacy and the fact that a quiet room may be used by both genders- I would be cautious in going that route.  
I don't think that approach would work for us. |
| **Deere & Company**<br>Gail Henderson<br>HendersonGailW@JohnDeere.com | At John Deere we provide guidelines for new Mom’s rooms for our Global locations and in those guidelines we recommend that the room be exclusively used by new Moms. Some of our reasoning is as follows:

Ensuring availability – We want to make sure the rooms are readily available for new Moms assigned and working in the facility when they need them as well as available to facility guests who may need them more on an ad hoc basis. 
Privacy – If only new Moms are using the room the risk for intrusions are lowered 
Cleanliness 
Refrigerators and Microwaves are in these rooms and are to be exclusively used for cleaning breast pump attachments and for storing breast milk |
We have several small closed private/quiet rooms that are available for anyone needing some personal time that are separate from the new Moms rooms.

**Deloitte**

**Amy Gleisner**
agleisner@deloitte.com

Deloitte has both mother’s and wellness rooms. Both rooms are equipped with a comfortable chair, sink, telephone, and interior lock. The mother’s rooms also have a small refrigerator.

**Herman Miller**

**Kim Smit**
kim_smit@hermanmiller.com

We call them retreat rooms. Each of them has a locking door and no windows or tinted glass. Most of them do not have water or refrigerators. At some of our facilities there is also the option of using a room in our health clinic that has the running water and soap for cleaning purposes. In addition most rooms are resolvable via our room reservations system.

Here is more info on our rooms that is publish on our intranet for employees:

“We provide retreat rooms at each of our U.S. facilities. These rooms are intended to enhance your experience and promote health and wellness by providing an environment where you can improve your physical, spiritual, or mental health needs. Each Retreat Room is lockable and provides lounge seating for one person. The rooms are meant to be used for the following purposes: relaxation, meditation, prayer, or lactation.

**NOTE**: The Retreat is not available for meetings or business phone calls. Please return ‘in use’ hang tags to the inside of the door when you exit.

Below is a complete list of rooms that may be used for lactation purposes at all Herman Miller U.S. work locations. If your location is not listed contact your local Human Resources to find out what space is available for you:”

When we rolled this out I was the one that worked on it and would be happy to give you more information or have a discussion about how it really works for people.

**IBM**

**Jackie O'Sullivan**
josulliv@us.ibm.com

To assist nursing mothers with making a successful transition back to work, a Lactation Space Directory for IBM locations in the U.S. is available. Additionally, where given, locations outside the U.S. are also indicated. The Directory provides managers and employees with information for working mothers who wish to continue breast feeding upon returning to work. The Directory contains a list of locations that nursing mothers may use — and includes dedicated lactation rooms, as well as multipurpose rooms* with priority access for nursing mothers. It is important to inform the site contact when a nursing mother requires usage of the designated room.

* The multipurpose rooms have, at a minimum: chairs or couches, shades (or no windows), an electrical outlet, a lock on the door, and a sign on the door, if necessary.

IBM locations without designated rooms require that a manager find suitable space for a nursing mother on an as needed basis. In all instances — whether locations with or without designated space — it is the manager's responsibility to ensure that appropriate arrangements are in place prior to the nursing mother's
return to work. Nursing mothers should also be provided reasonable use of flex time or other arrangements which allows for sufficient time to express milk during working hours.

<table>
<thead>
<tr>
<th>Company</th>
<th>Contact</th>
<th>Notes</th>
</tr>
</thead>
</table>
| Intel | Dana Vandecoevering | 1. Nursing Mother’s Room  
2. NO…. just for Nursing Moms |
| KPMG | Barbara Wankoff | 1. Lactation rooms  
2. They can be used for other things –but nursing mothers get priority. All rooms have locks and privacy curtains if there are windows. Our facilities team is pretty good about accommodating our moms. |
| Marriott | Betsy Kiss | Ours is called a Lactation Room and it was designed specifically for that purpose – so nothing else takes place there. |
| McGraw Hill Financial | Karlene Hall | We also provide rooms for nursing moms and we call them Lactation Rooms. The rooms are used only for this purpose. |
| Northern Trust | Jeanne Ulatowski | We have a number of Lactation Rooms across the country to assist our moms. The largest number of rooms are here in Chicago. The maximum number of stations in around 3 - some are only a single station and one other has 4 stations. 

No one else is allowed to use these rooms as moms store their equipment, etc., in these rooms. We have had discussions about sharing the space with people who are working out, etc. and found out that it has just not worked. Pumping is a very private activity. 

We do have various religious groups who use our training and conference rooms for meditation, prayer, etc. They book out the room(s) for a period of time, usually during the break/lunch times. If it is just single person using the room, he/she can access one of the break-out rooms adjacent to the larger training/conference room. |
| Prudential Financial | Maureen Corcoran | Prudential began with "Family Resource Rooms" but it became very challenging to make sure that a nursing mother had priority. A mom would show up and someone would be using the room to recover from a headache or make a phone call to a doctor or be on the phone arguing with their boyfriend. Mom's wouldn't want to kick a person out and employees wouldn't necessarily be quick to vacate for the mom. 

We are in the process of transitioning all our Family Resource Rooms to 100% Lactation Rooms. Where we have had challenges keeping others out we have ID access only with a card reader and nursing moms have to call our central number to be given access via their ID. Also where we have several moms needing to use the room, we have put the lactation rooms on the conference room reservation system so they can be coordinated. |
<table>
<thead>
<tr>
<th>Company</th>
<th>Contact Person</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanofi-Aventis</td>
<td>Ayelet Mosaffi</td>
<td>Rooms are called Mothers Room (lactation rooms) and they are only used for new moms.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Ayelet.mosaffi@sanofi.co">Ayelet.mosaffi@sanofi.co</a> m</td>
<td></td>
</tr>
<tr>
<td>State Street</td>
<td>Julie Haskell</td>
<td>Sara, at State Street, we have both types of rooms and frequently they sit next to each other. Our Quiet Rooms are used for Prayer, meditation, etc. Our Mother’s Rooms are strictly for nursing moms and are booked using an online registration system.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:jjhaskell@statestreet.com">jjhaskell@statestreet.com</a></td>
<td></td>
</tr>
<tr>
<td>Toyota</td>
<td>Dawn Mugavero</td>
<td>Toyota has quiet rooms throughout our facilities. These rooms can be used for lactating mothers, for religious purposes, meditation, etc. Lactating mothers have priority if there is a conflict. We have not experienced any significant issues with this multi-use approach. We ask all associates to be understanding, courteous, respectful and use common sense. If there are any specific questions I can answer, please feel free to reach out to me.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Dawn_mugavero@toyota.com">Dawn_mugavero@toyota.com</a></td>
<td></td>
</tr>
<tr>
<td>University of Kentucky</td>
<td>Erika Chambers</td>
<td>Please advise what you call your mom’s rooms (quiet rooms, mother’s rooms, health rooms, etc.) -- We currently call them lactation spaces as they are set-up for mothers who pump during the workday. However, I’m considering changing the name to Family Room.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:erikachambers@uky.edu">erikachambers@uky.edu</a></td>
<td></td>
</tr>
</tbody>
</table>