



LIFE



Adoption and Surrogacy Assistance At-A-Glance

Investing in You, Your Family, and Your Career

The Company provides financial assistance for employees building a family through adoption or surrogacy. The Company will provide a \$10,000 benefit per eligible child with a lifetime maximum benefit per family of \$20,000.



Need support?

Learn more by logging in to **Compass** and searching **Adoption**.

Infor employees email kgs.benefits@infor.com.

This information applies to eligible U.S. employees of Koch Industries, Inc. and affiliated companies. It does not apply to employees classified as temporary, intern, temporary Field Service, OPD Field Service, Engineering Field Boilermaker, employed by Encadria Staffing Solutions, LLC OR employees who are included in a unit of employees covered by a bona fide collective bargaining agreement in which the benefits described were the subject of good faith bargaining and the benefits were agreed to not be available to those employees.

Any conflict between this summary and the benefit plan documents shall be controlled by the plan documents. If there is any conflict between this summary and your company's policies, the company policy shall control. Koch Industries, Inc. reserves the right to make changes in the benefits, costs and other provisions relative to employee benefits or to terminate any benefit plan or program offered to employees at any time.

myLifeChoices

