

<b>Service for Families</b>	<b>Vacation care</b> (Kids' Camp) for children between the ages of 3 and 12
	<b>Sports camps</b> for three age groups (6 to 9 years, 10 to 13 years and 14 to 17 years)
	<b>Sports offers</b> for family members (depending on free places)
	<b>Sports facilities</b> on the campus (can also be used by family members) <ul style="list-style-type: none"> <li>• Tennis court</li> <li>• Beach volleyball court</li> <li>• Synthetic-turf football pitch</li> <li>• Adi-Dassler-Sportplatz</li> <li>• Finn track</li> <li>• Tartan track</li> <li>• "Gym" with relax oasis, solaria, light therapy, massage beds, relaxation room, etc.</li> </ul>
	<b>Reserved places in creches</b> (6 months to 3 years)
	<b>Cooperation</b> and ongoing communication with the responsible bodies, town authorities, senior citizens committee, etc. (initiative group for an „Alliance for Families“ in Herzogenaurach)
	<b>Assistance in the search</b> for the "right" kindergarten, the "right" school, the "right" after-school care club, day mother/childminder, babysitter, etc....
	<b>International school with international kindergarten</b> (Franconian International School/Franconian International Kindergarten) founded and built up by adidas
	<b>Elder Care</b> >> How can we help our employees when members of their family become ill and in need of care? <ul style="list-style-type: none"> <li>• through the provision of information</li> <li>• through short-term sabbaticals</li> </ul>
	Support from the <b>International Women's Group (IWG)</b> , assistance in the integration of international employees and their families
	Family members can eat with mum/dad in the <b>staff restaurants</b>
	<b>Taking children to work</b> if necessary
	Family members are often invited to <b>social events</b> (e. g. Family Day, World Cup Day, etc.), employees on parental leave are always welcome and are explicitly invited to all events
	Special staff discounts at the <b>Factory Outlet</b>
	<b>"Shopping Benefits"</b> >> Many companies offer our employees (and their families) special discounts when shopping both in the region and throughout Germany
<b>Working hours</b>	Flexitime working hours model based on trust since 1999
	Virtually <b>all types of part-time working</b> (from 10 to 30 hours per week, job sharing, job splitting, etc.)

<b>Place of work</b>	<b>Alternating telecommuting</b> (since 2001, as laid down in a Company Agreement)
	<b>Temporary telecommuting</b> (up to max. 4 weeks) to care for family (e.g. sick child, etc.)
	<b>Mobile working</b> is made possible by means of state-of-the-art technology (mobile phones, laptops, Blackberry devices)
<b>Information/Communication</b>	<b>Intranet site</b> on the topic of work-life balance
	<b>Info letter on the topic of "Baby"</b> <ul style="list-style-type: none"> <li>• "Congratulations!"</li> <li>• information concerning aspects of labour law (time periods, etc.)</li> <li>• Tips and tricks for successful parenting time</li> <li>• Tips and tricks for work returners</li> <li>• Invitation to ParentNetwork meetings and participation in TempParent Pool</li> <li>• Contact address for questions during parenting time (HR Manager/Work-Life Balance Team)</li> </ul>
	<b>Other channels of communication</b> (newsletter / e-mails / employee magazine)
<b>People development Leadership competence</b>	<b>TempParent Pool</b>
	<b>Re-entry seminar "Returning to the Game"</b> (Self-management/time management, successful internal job applications, identifying priorities, network building, analysis of strengths/weaknesses)
	<b>IT Refresher Seminar for work returners</b> (refresh MS-Office basics on a part-time basis, on site, free of charge)