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Citigroup Inc. (NYSE: C)

Citigroup Australia & NZ boosts employee parental entitlements

Sydney, June 15, 2010: Global bank, Citigroup will strengthen its suite of employee benefits for Australian and New Zealand staff by increasing paid parental leave entitlements from twelve to sixteen weeks, and allowing employees to purchase an additional two weeks of annual leave per year.

Citi has local a workforce of 1,800 and its paid parental leave entitlement fits within a broad package of family-friendly benefits including flexible work plans, a child care facility and programs to assist employees returning to work post parental leave.

Citi employees can now purchase up to two weeks additional weeks of annual leave per year, above the standard four weeks offered. One week's leave is the equivalent of one week's salary.

According to Joanne Allen, Head of Human Resources for Citi Australia and New Zealand, these steps are part of a plan to build a workplace that caters to the needs of a diverse employee base.

"We are edging ahead of companies who offer twelve to thirteen weeks paid parental leave and we're eager to continue to move Citi beyond the status quo," Ms Allen said.

"The decision to offer increased parental leave benefits and extended leave options comes as part of our ongoing effort to build programs and benefits that support the needs of all our employees. Ultimately, our aim is to provide our people with the flexibility to manage their personal commitments and working lives effectively."

These latest announcements follow receipt by Citi Australia of 'Employer of Choice for Women' status from the Federal Government earlier this year. This is the fifth consecutive year Citi has received the award, which recognises the bank's efforts to support women's advancement. Programs and resources provided by Citi include:

- Flexible work arrangements
- Coaching and mentoring programs
- Assistance preparing for and returning from parental leave
- Parental leave toolkit for managers

- Generous parental leave payments for the primary care giver.
- Childcare facility
- Provision of breast feeding/express room
- Specialist skills development programs for women
- Ongoing compulsory training to foster an inclusive workplace

Citi also has a Diversity Council with senior management representation, and has employed a Phd student to explore diversity opportunities and issues with the bank.

-Ends

Citi

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