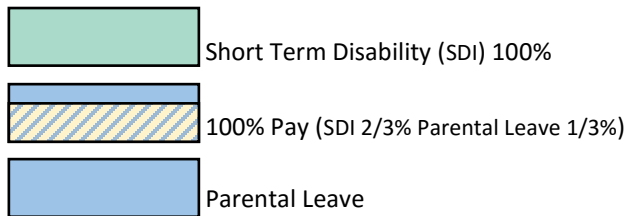
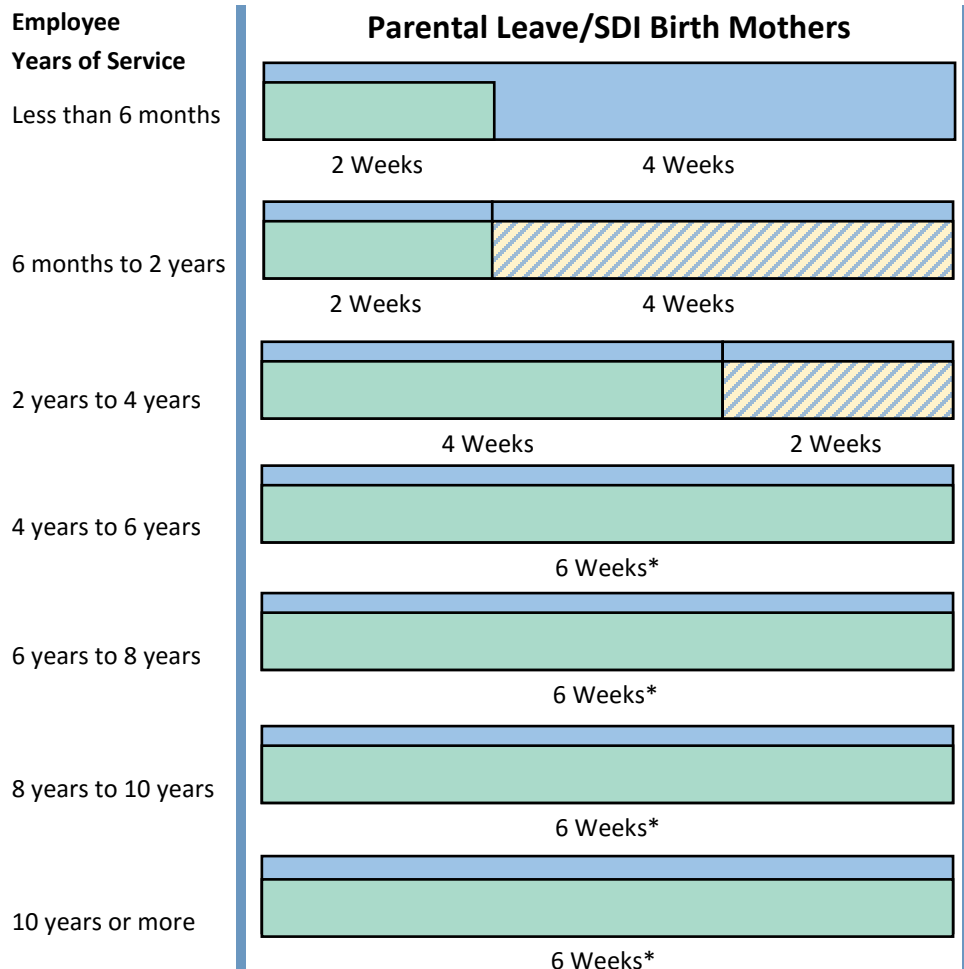


Parental Leave Example

6 Week Duration - Effective December 31st 2016



6 Weeks* no change from current benefit

Parental Leave – Birth Fathers

6 Week Duration



No previous paid benefit was given for birth fathers.

Parental Leave — Mothers/Fathers placement for adoption or foster care



No previous paid benefit was given for placement for adoption or foster care.