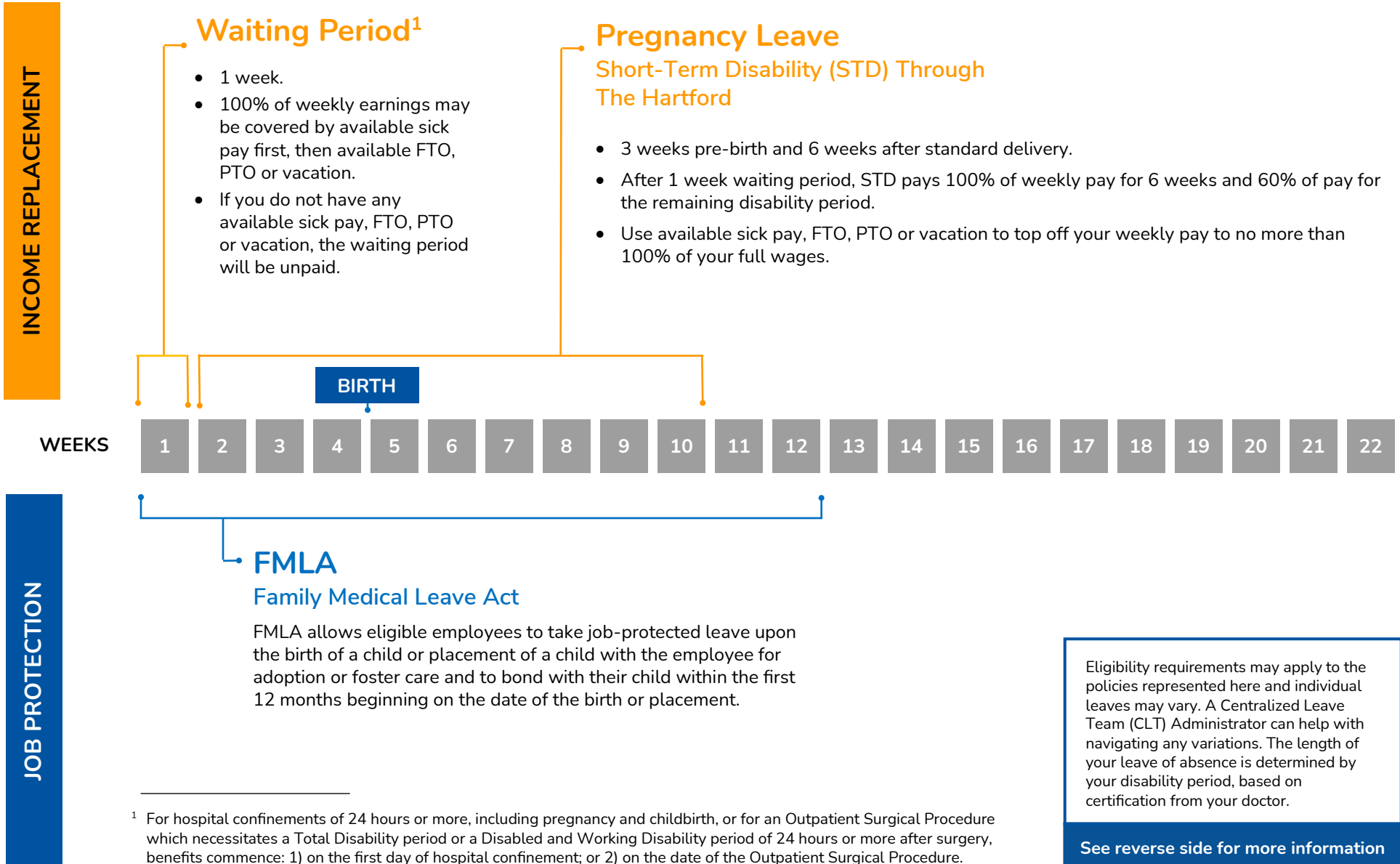


Albertsons Companies Pregnancy Leave

(Example for an uncomplicated pregnancy and childbirth)



Waiting Period¹

- 1 week.
- 100% of weekly earnings may be covered by available sick pay first, then available FTO, PTO or vacation.
- If you do not have any available sick pay, FTO, PTO or vacation, the waiting period will be unpaid.

Pregnancy Leave

Short-Term Disability (STD) Through The Hartford

- 3 weeks pre-birth and 6 weeks after standard delivery.
- After 1 week waiting period, STD pays 100% of weekly pay for 6 weeks and 60% of pay for the remaining disability period.
- Use available sick pay, FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

BIRTH

WEEKS

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|

FMLA

Family Medical Leave Act

FMLA allows eligible employees to take job-protected leave upon the birth of a child or placement of a child with the employee for adoption or foster care and to bond with their child within the first 12 months beginning on the date of the birth or placement.

Eligibility requirements may apply to the policies represented here and individual leaves may vary. A Centralized Leave Team (CLT) Administrator can help with navigating any variations. The length of your leave of absence is determined by your disability period, based on certification from your doctor.

See reverse side for more information

¹ For hospital confinements of 24 hours or more, including pregnancy and childbirth, or for an Outpatient Surgical Procedure which necessitates a Total Disability period or a Disabled and Working Disability period of 24 hours or more after surgery, benefits commence: 1) on the first day of hospital confinement; or 2) on the date of the Outpatient Surgical Procedure.

Albertsons Companies Pregnancy Leave

When you're unable to work due to your own pregnancy, you may be eligible for job protection under FMLA. Your income may be replaced by disability insurance available to you.

FMLA allows eligible employees to take job-protected leave upon the birth of a child or placement of a child with the employee for adoption or foster care and to bond with their child within the first 12 months beginning on the date of the birth or placement.

ELIGIBILITY FOR INCOME REPLACEMENT

STD

Short-Term Disability Through The Hartford

- To be eligible for STD coverage, you must be in an eligible classification as defined by Albertsons Companies and have satisfied the waiting period for your benefits to become effective.
- To be eligible to receive STD benefits, you must be under the care of a licensed doctor who must certify the period of time you are disabled and unable to work, and your claim must be approved by The Hartford.

ELIGIBILITY FOR JOB PROTECTION

FMLA

Family Medical Leave Act

- To be eligible for job protection, you must have worked for Albertsons Companies for at least 12 months and for at least 1,250 hours in the 12 months before your leave begins.

MORE INFORMATION

Visit the leave of absence portal on [myACI-benefits.com](https://myaci-benefits.com) for information on:

- Leaves of absence available to associates.
- How to apply for a leave of absence in myACI.
- How to apply for STD benefits through The Hartford..
- Contact information for The Hartford.