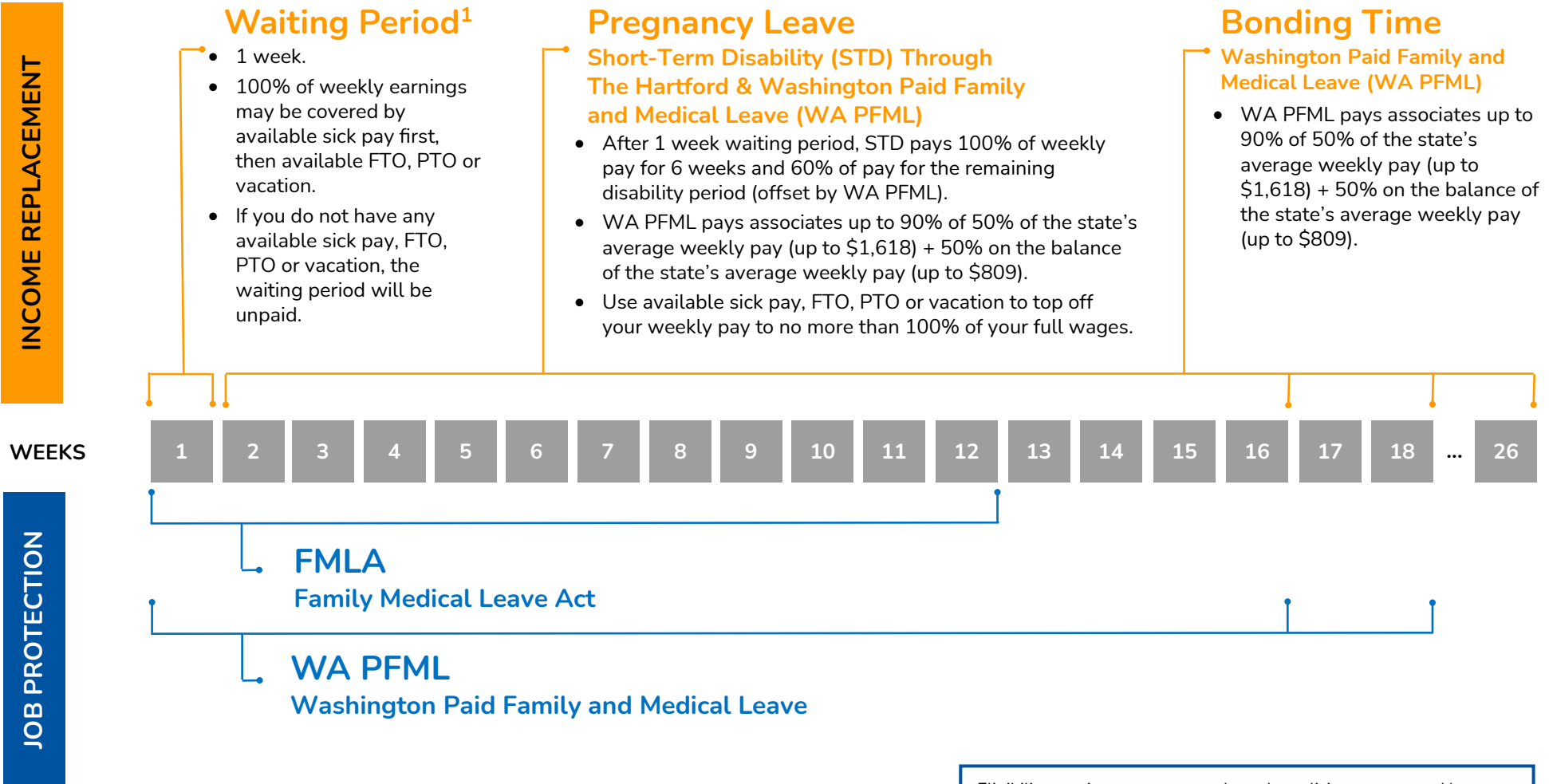


Albertsons Companies Pregnancy Leave for Washington Associates

(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 & Washington Paid Family and Medical Leave (WA PFML)

- After 1 week waiting period, STD pays 100% of weekly pay for 6 weeks and 60% of pay for the remaining disability period (offset by WA PFML).
- WA PFML pays associates up to 90% of 50% of the state's average weekly pay (up to \$1,618) + 50% on the balance of the state's average weekly pay (up to \$809).
- Use available sick pay, FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

Bonding Time

Washington Paid Family and Medical Leave (WA PFML)

- WA PFML pays associates up to 90% of 50% of the state's average weekly pay (up to \$1,618) + 50% on the balance of the state's average weekly pay (up to \$809).

WEEKS



FMLA
Family Medical Leave Act

WA PFML
Washington Paid Family and Medical Leave

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.

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

Albertsons Companies Pregnancy Leave for Washington Associates

When you're unable to work due to your own pregnancy, you may be eligible for job protection for under FMLA and WA PFML. Your income may be replaced by various programs available to you.

Under WA PFML, associates taking a pregnancy or childbirth related leave are entitled to up to 16 weeks combined family and paid medical leave plus 2 more weeks (for a total of 18 weeks) if you have a complication related to pregnancy or birth.

You are eligible for WA PFML if you have worked at least 820 hours of employment in the state during the "qualifying period" (first 4 of the last 5 completed quarters or the 4 most recently completed quarters).

To be eligible for WA PFML job protection, you must be employed by Albertsons Companies for at least one year and have worked at least 1,250 hours in the year immediately preceding leave.

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.

WA PFML

Washington Paid Family and Medical Leave

- To be eligible for WA PFML benefits, you must have worked at least 820 hours in employment in Washington during the first 4 of the last 5 completed quarters or the 4 most recently completed quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.

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. FMLA runs concurrent with WA PFML.

WA PFML

Washington Paid Family and Medical Leave

- To be eligible for job protection under WA PFML, you must be employed by Albertsons Companies for at least one year and have worked at least 1,250 hours in the year immediately preceding leave. WA PFML runs concurrent with FMLA.

MORE INFORMATION

Visit the leave of absence portal on 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 disability benefits through WA PFML.
- How to apply for STD benefits through The Hartford.
- Contact information for WA PFML and The Hartford.