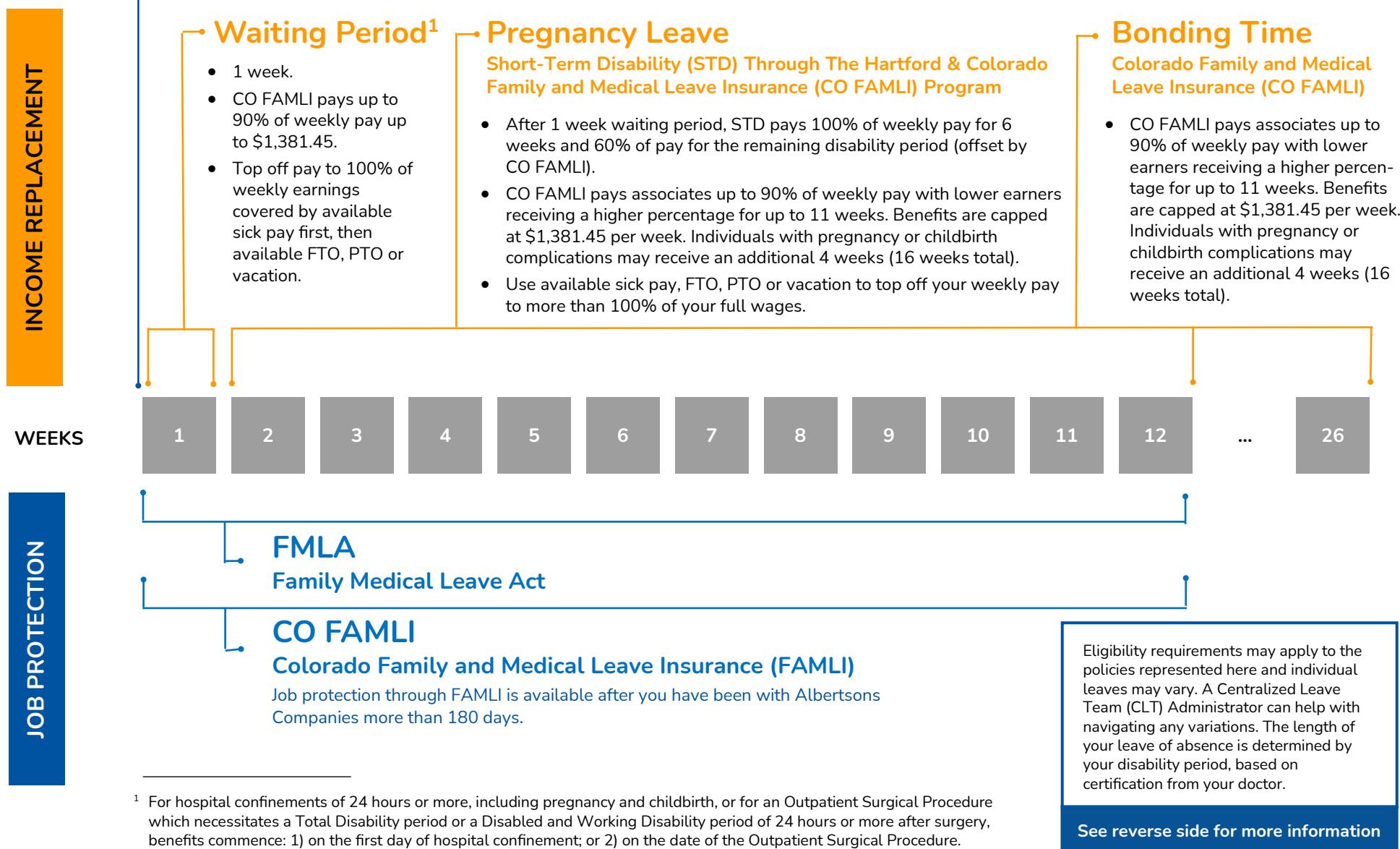


Albertsons Companies Pregnancy and Childbirth Leave for Colorado Associates

START OF DISABILITY/DOB

(Example for an uncomplicated pregnancy and childbirth)



Albertsons Companies Pregnancy Leave for Colorado Associates

When you're unable to work due to your own pregnancy, you may be eligible for job protection for up to 12 weeks under FMLA and CO FAMLI. Your income may be replaced by various programs available to you.

Under CO FAMLI, associates are entitled to up to 12 weeks of paid family and medical leave per year.

Individuals who experience pregnancy or childbirth complications may receive an additional 4 weeks for a total of 16 weeks per year.

If you have worked as an associate for at least 180 days, your job is protected up to 12 weeks under the CO FAMLI program.

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.

CO FAMLI

Colorado Family and Medical Leave Insurance

- You become eligible for CO FAMLI, after earning \$2,500 in wages for work performed in Colorado during the previous 5 quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.
- STD benefits through The Hartford are offset by amounts received from CO FAMLI, which start week 1 and pay up to 90% of weekly earnings up to \$1,381.45 maximum for up to 12 weeks (may receive an additional 4 weeks, for a total of 16 weeks, due to complications during pregnancy or childbirth).

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 CO FAMLI.

CO FAMLI

Colorado Family and Medical Leave Insurance

- CO FAMLI leave offers job protection once you have worked for Albertsons Companies for more than 180 days. You may still be eligible for and take CO FAMLI leave before the 180 days of employment; however, your job is not protected during your leave. CO FAMLI 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 CO FAMLI.
- How to apply for STD benefits through The Hartford.
- Contact information for CO FAMLI and The Hartford.