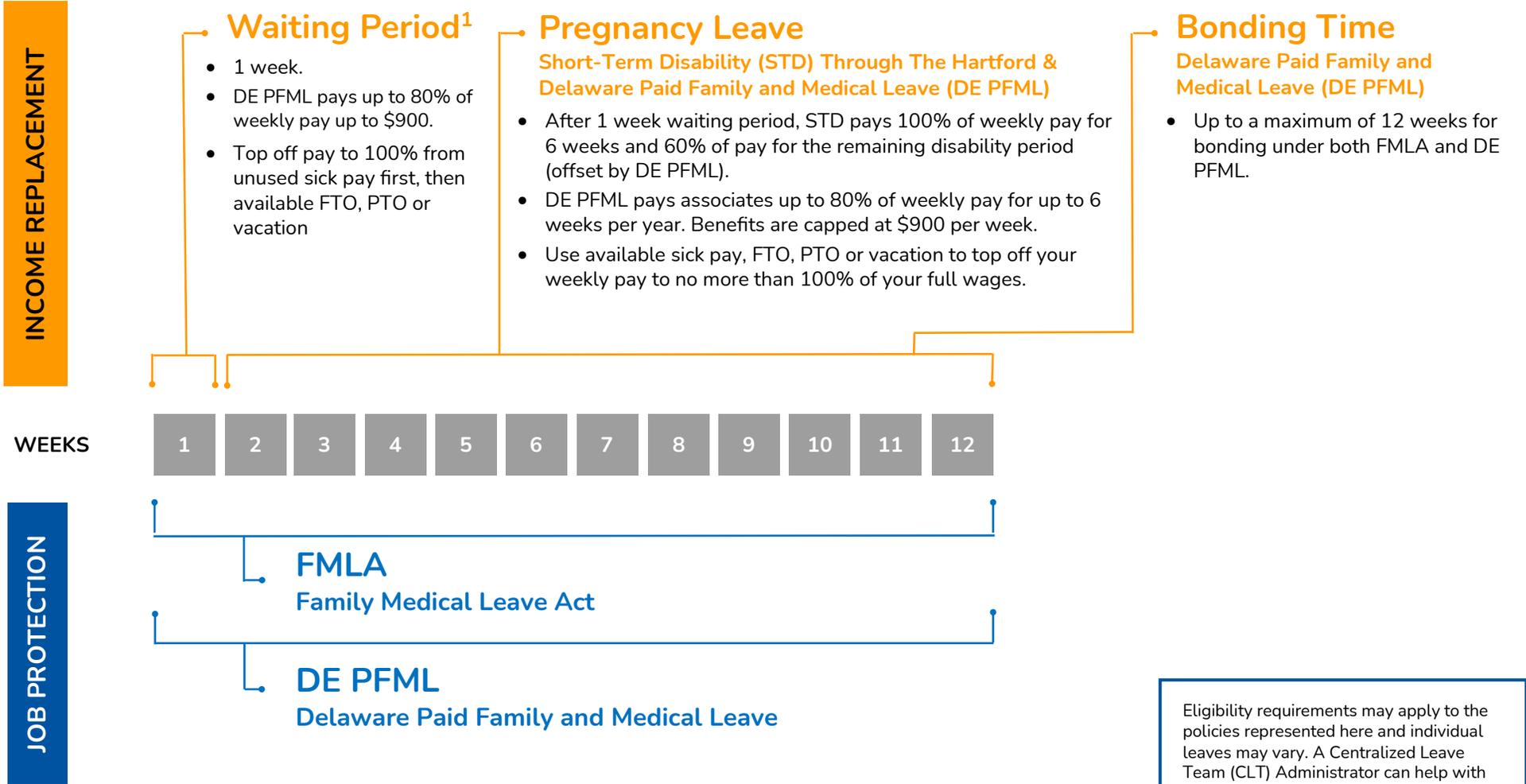


Albertsons Companies Pregnancy Leave for Delaware Associates

(Example for an uncomplicated pregnancy and childbirth)



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.

See reverse side for more information

Albertsons Companies Pregnancy Leave for Delaware 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 DE PFML. Your income may be replaced by various programs available to you.

You can take medical leave for pregnancy, postnatal care or recovery from childbirth. Your licensed doctor must certify the period of time you are disabled and unable to work.

Under DE PFML, associates taking a pregnancy or childbirth related leave are entitled to up to 6 weeks of paid family and medical leave per year.

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.

DE PFML

Delaware Paid Family and Medical Leave

- You are eligible for DE PFML if you have worked for Albertsons Companies for at least 12 months and for at least 1,250 hours in the past year.

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 DE PFML.

DE PFML

Delaware Paid Family and Medical Leave

- 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 past year. DE PFML runs concurrent with FMLA.

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 disability benefits through DE PFML.
- How to apply for STD benefits through The Hartford.
- Contact information for DE PFML and The Hartford.