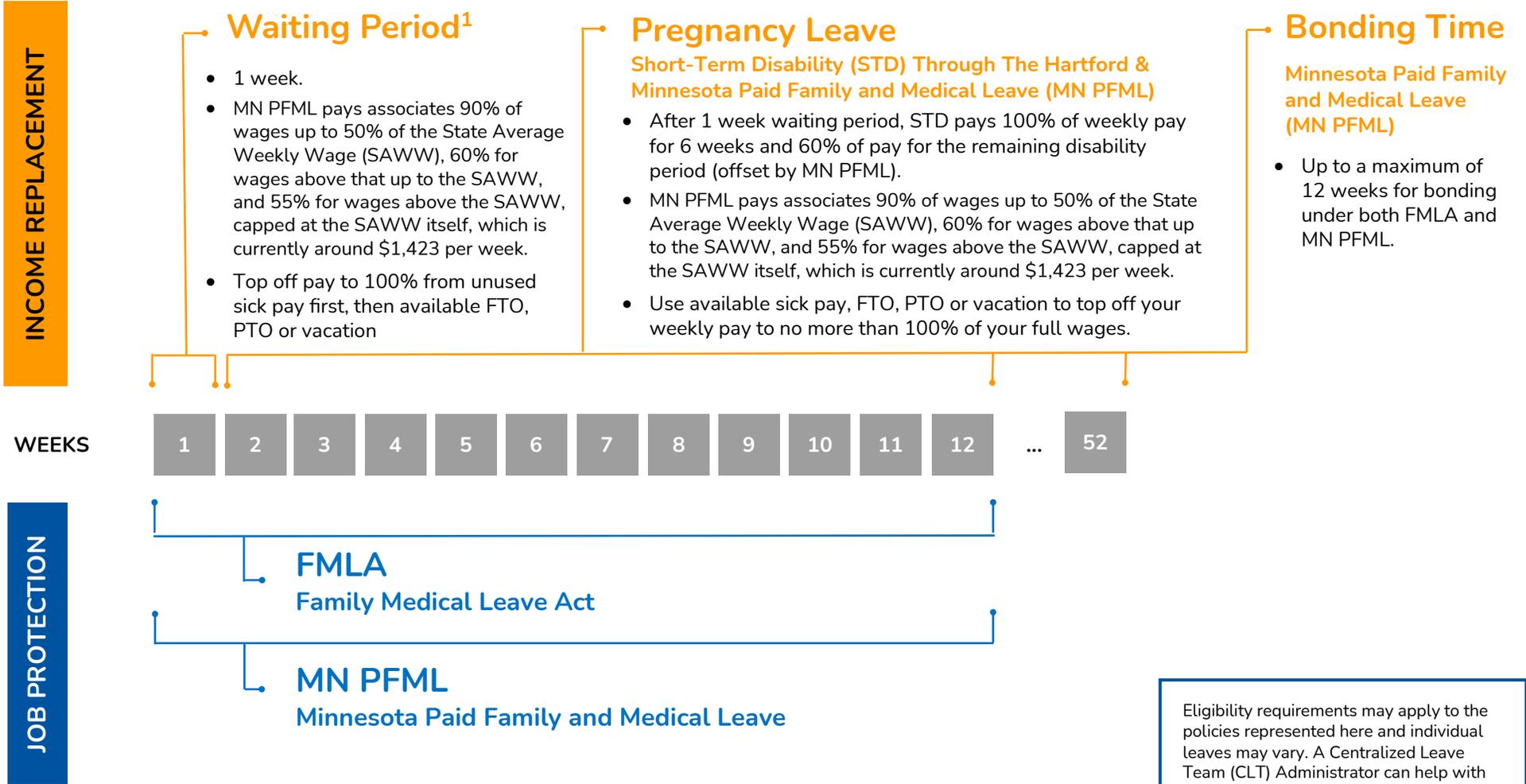


Albertsons Companies Pregnancy Leave for Minnesota Associates

(Example for an uncomplicated pregnancy and childbirth)



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.

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 Minnesota 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 MN 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 MN PFML, associates taking pregnancy or childbirth-related leave are entitled to up to 12 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.

MN PFML

Minnesota Paid Family and Medical Leave

- You are eligible for MN PFML if you have earned at least \$3,900 (5.3% of the state's annual average wage) in Minnesota during the 12 months prior to your leave. This total can be reached by combining earnings from multiple jobs.

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 MN PFML.

MN PFML

Minnesota Paid Family and Medical Leave

- MN PFML offers job protection once you worked for Albertsons for at least 90 calendar days prior to the start of your leave. MN 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 MN PFML.
- How to apply for STD benefits through The Hartford.
- Contact information for MN PFML and The Hartford.