



Paid Parental Leave

Full-time regular and full-time 75 regular team members are eligible for up to 4 weeks of paid parental leave that can be used within 12 months following the birth or adoption of the team member's child(ren). Full-time regular team members are eligible for 160 hours of parental leave, and full-time 75 regular team members are eligible for 120 hours of parental leave. Parental leave can be taken continuously, or on an intermittent schedule. Team members must provide their supervisor and Human Resources with at least 30 days advance notice of their planned use of parental leave, or with as much notice as possible if the leave was not foreseeable. Parental leave may run concurrently with short-term disability, FMLA and other State leave programs, if applicable. Unused parental leave will not be paid out upon separation from employment.