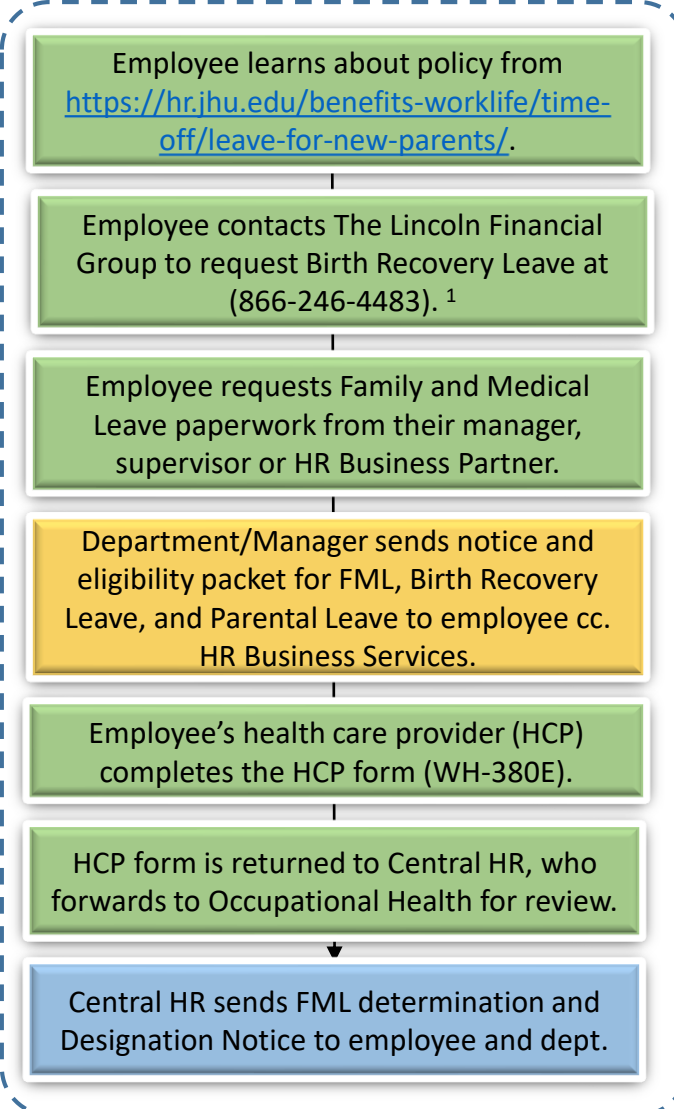
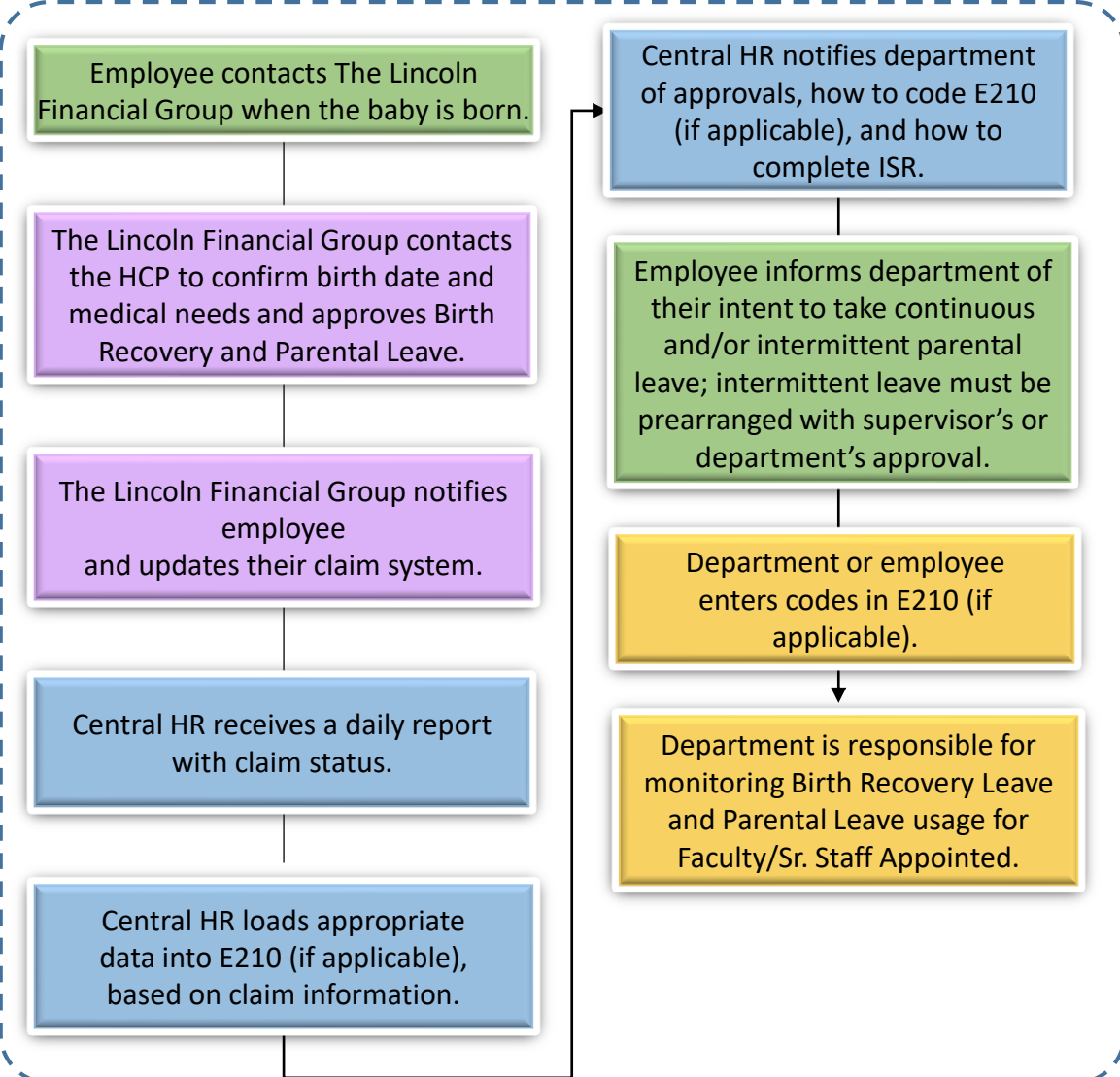


JHU Process for Birth Recovery and Parental Leave for Employees with FMLA and *Without* STD

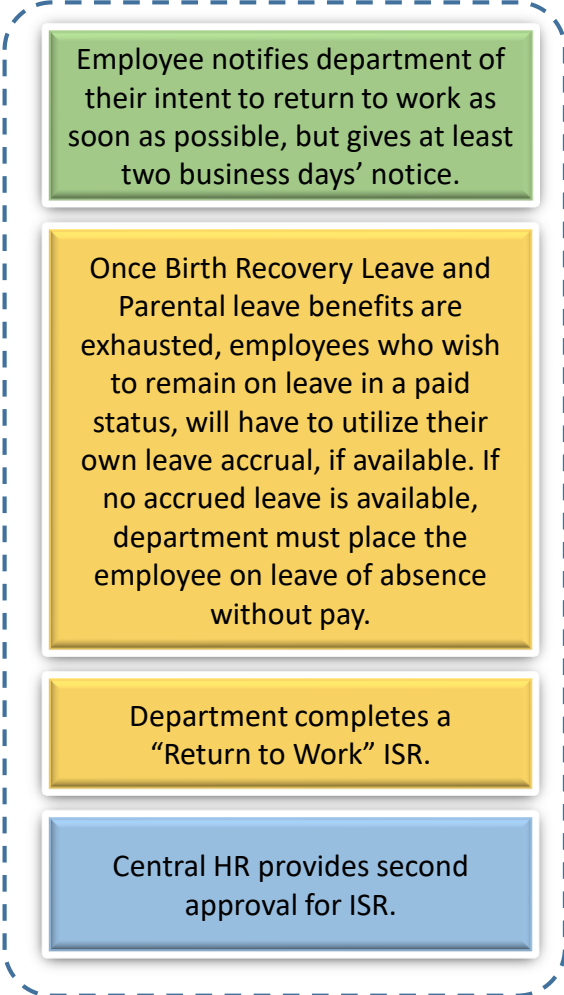
Prior to Birth



When the Baby is Born



At the End of Leave



Legend:



1. Detailed Lincoln Financial Group process flow: <https://hr.jhu.edu/wp-content/uploads/Lincoln-Process-BRL-Only.pdf>