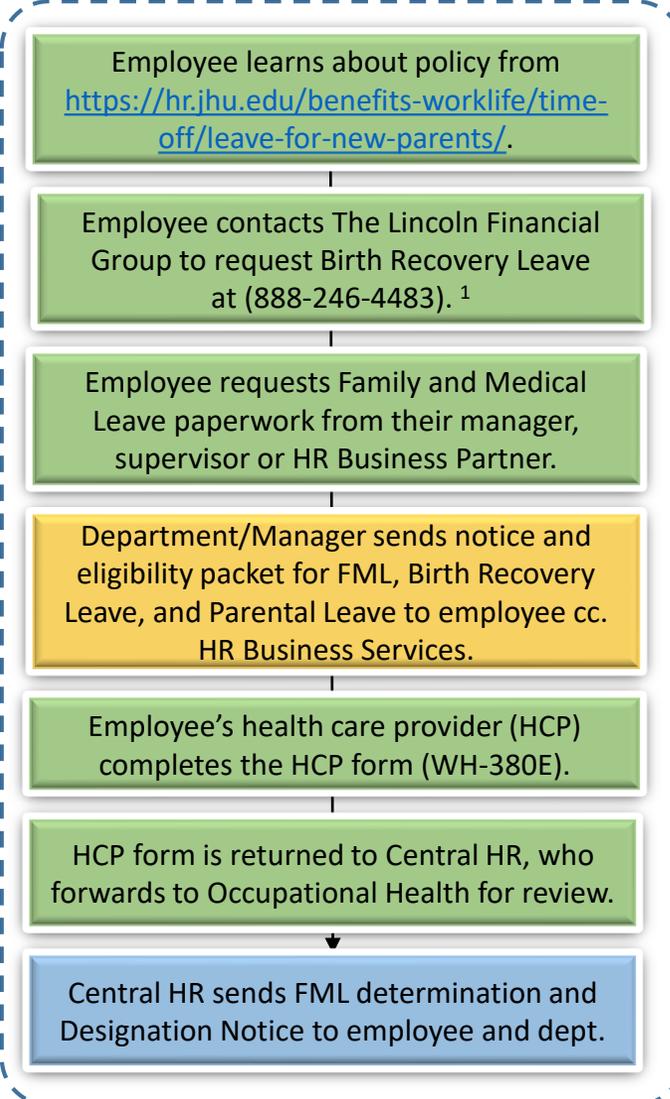
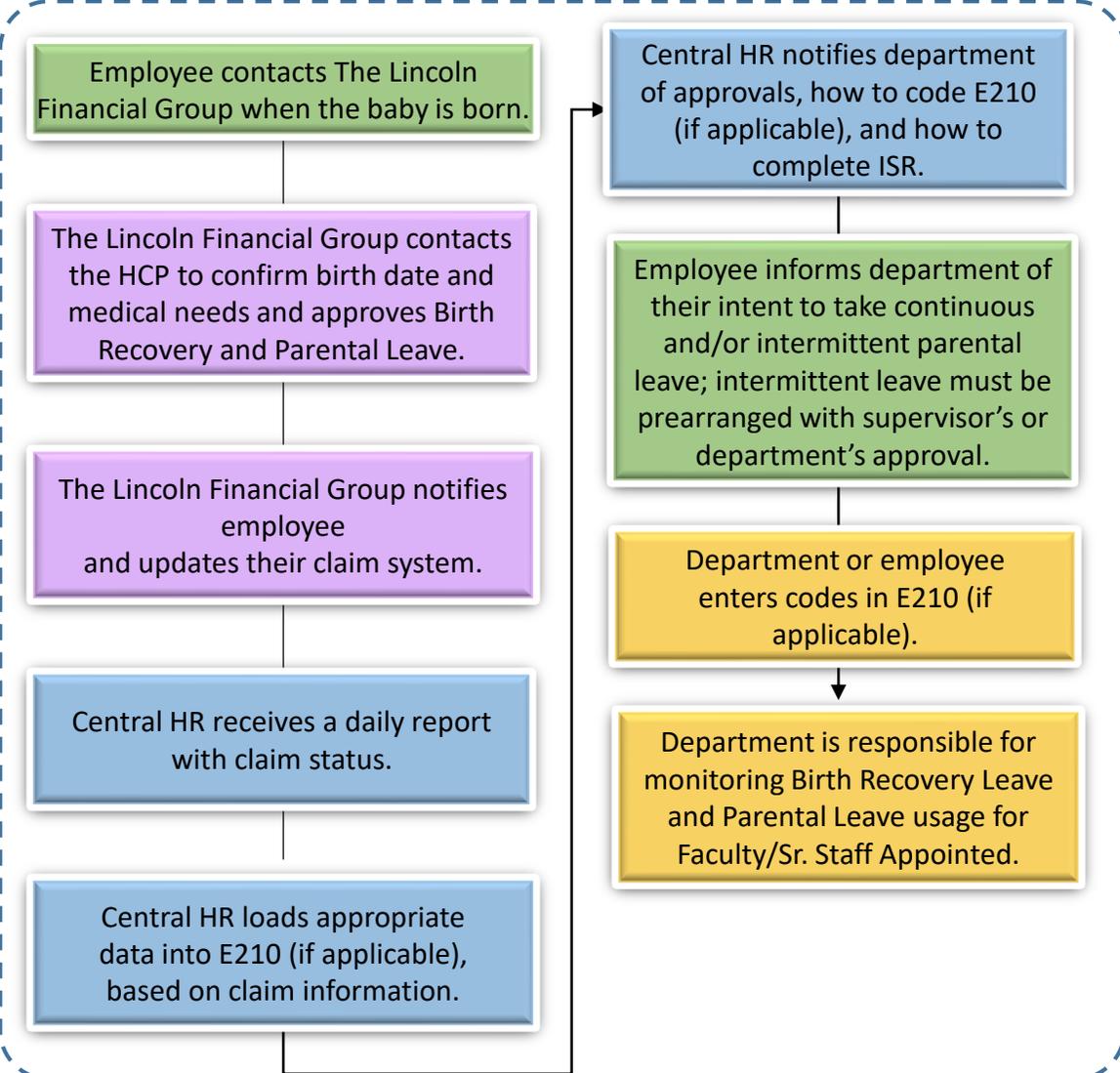


# JHU Process for Birth Recovery and Parental Leave for Employees with FMLA and *Without* STD

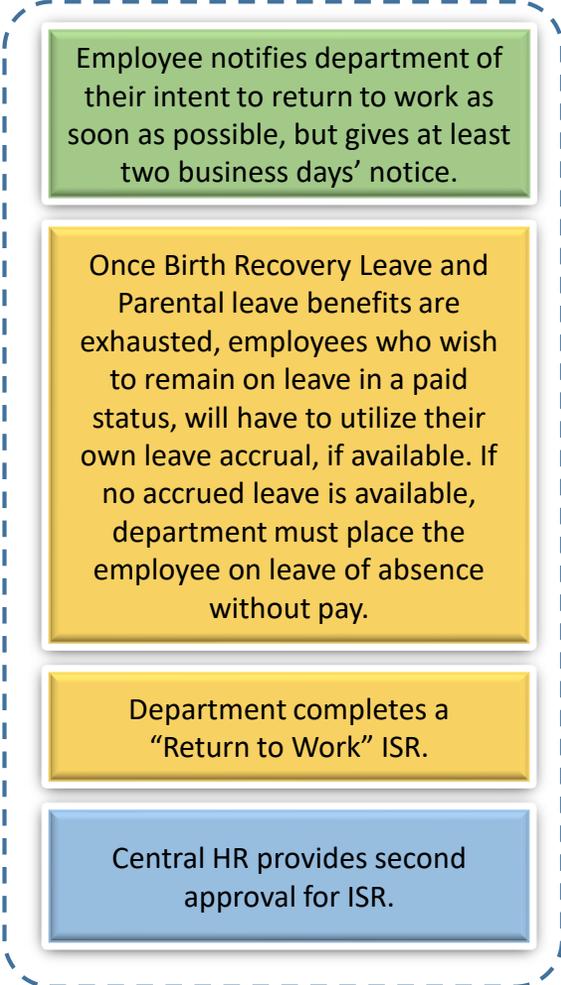
## Prior to Birth



## 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>