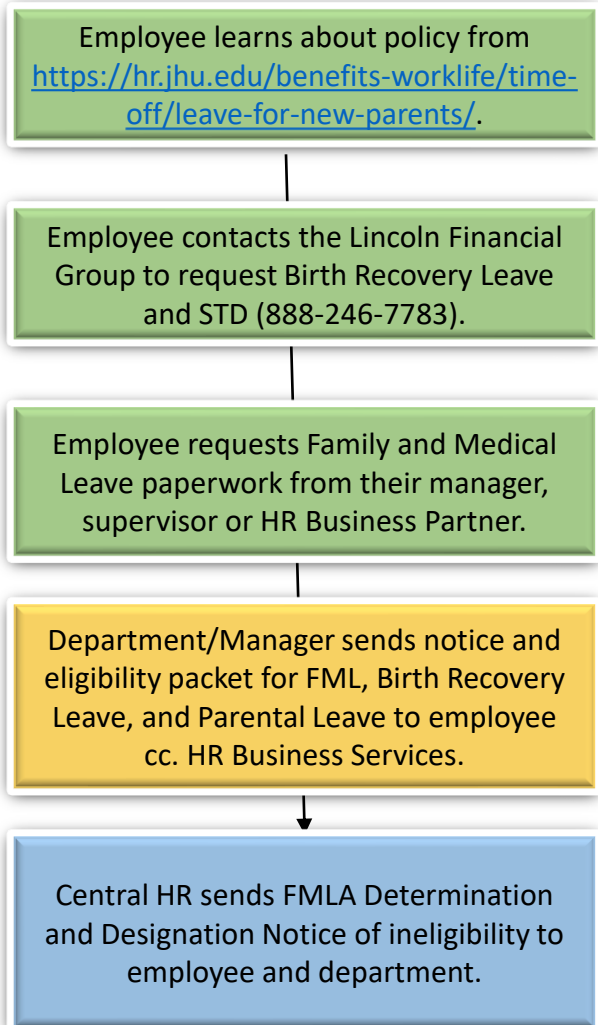
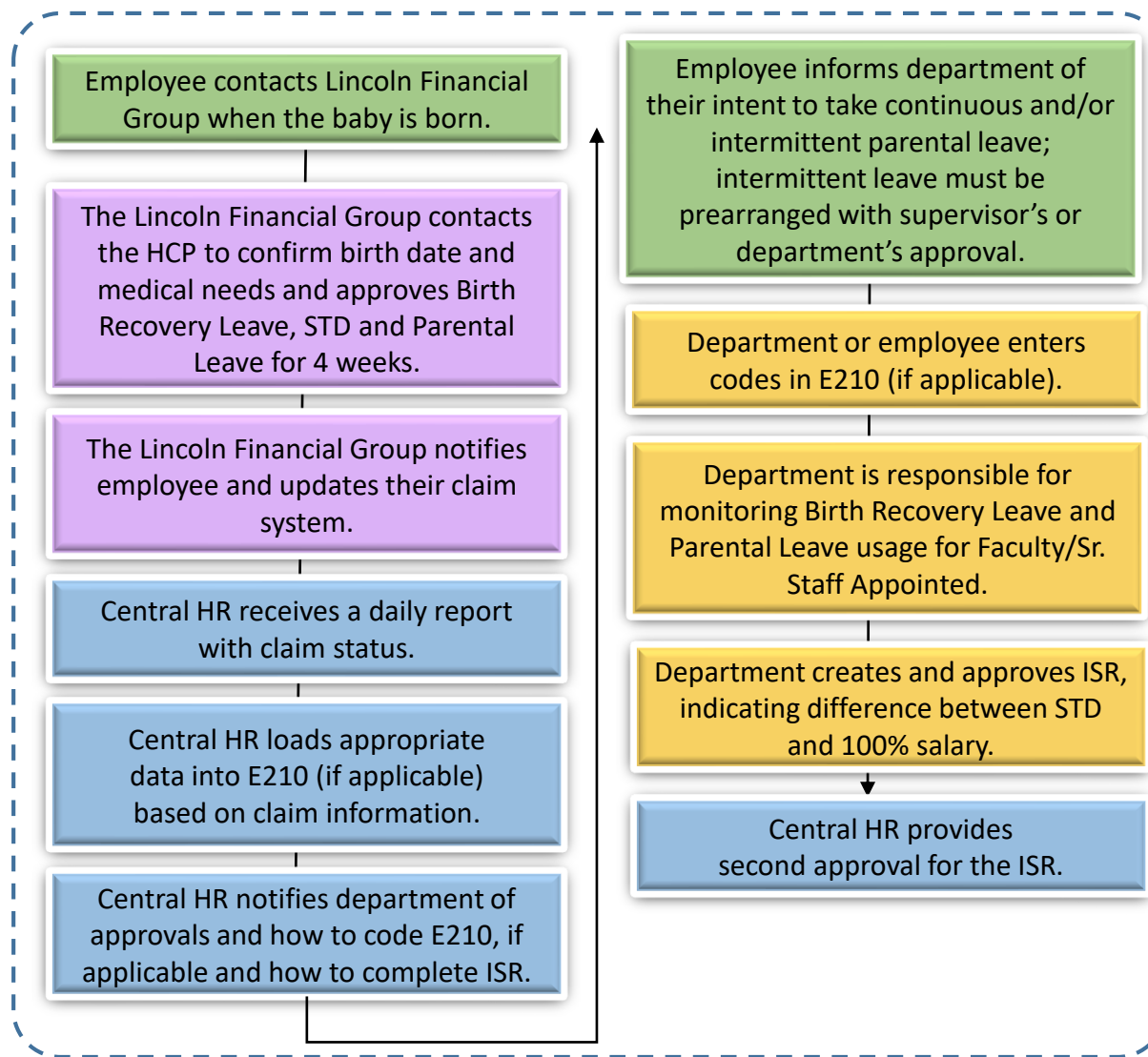


# Birth Recovery and Parental Leave for Employee with STD, but Ineligible for FML

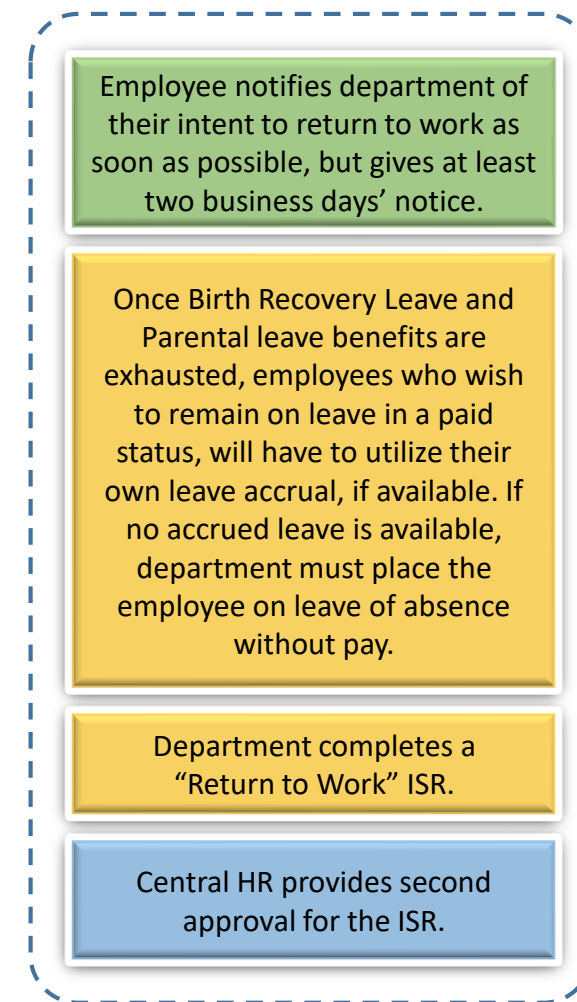
## Prior to Birth



## When the Baby is Born



## At the End of Leave



### Legend:

Employee

Dept/Manager

The Lincoln Financial Group

Central HR

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