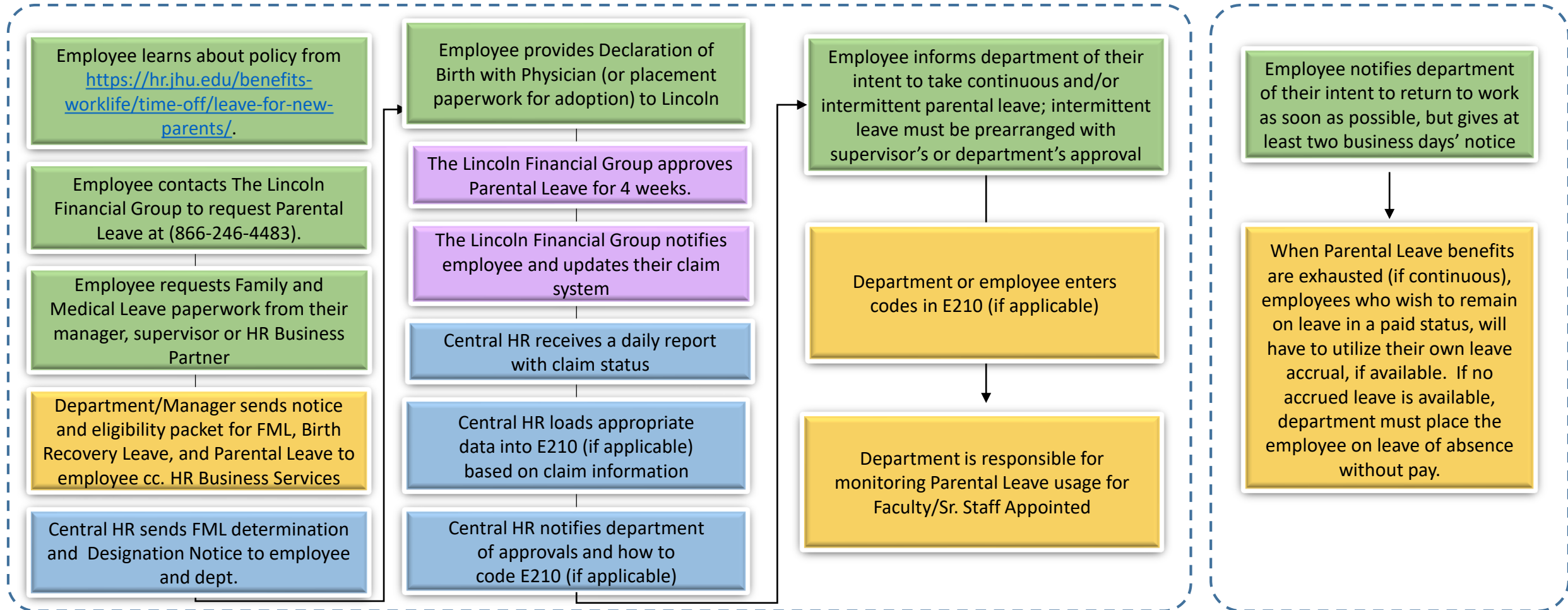


# Parental Leave with FML (Applicable to Parents who are not the Birth Parent)

## First 12 Months After Birth or Placement of a Child Under Age 12 for Adoption

## 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-Parental-Leave.pdf>