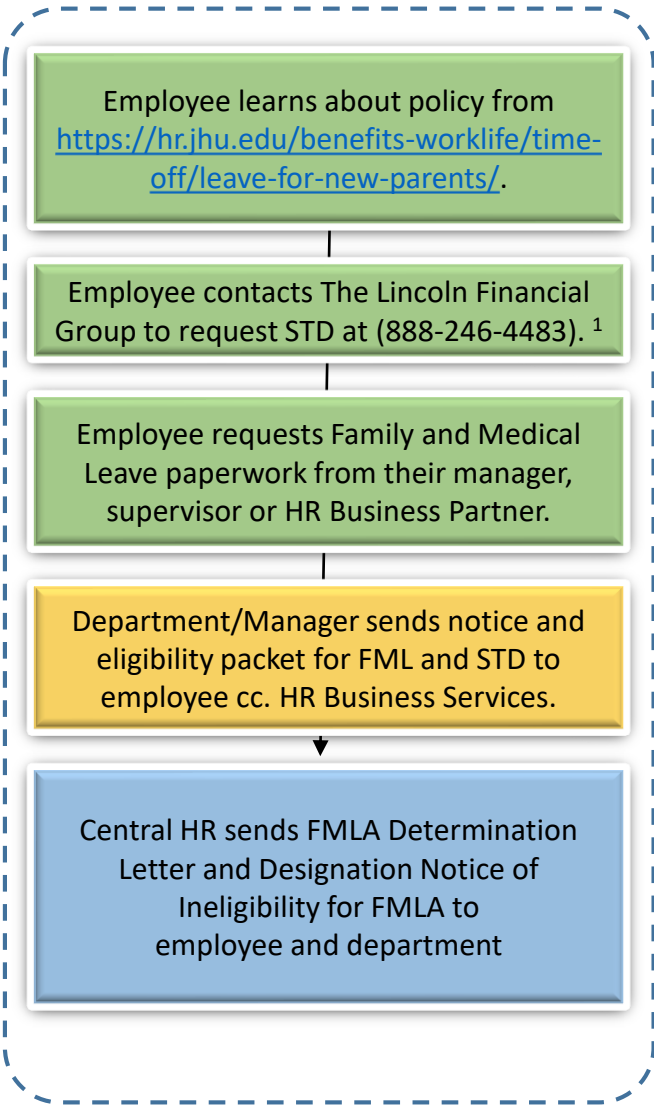
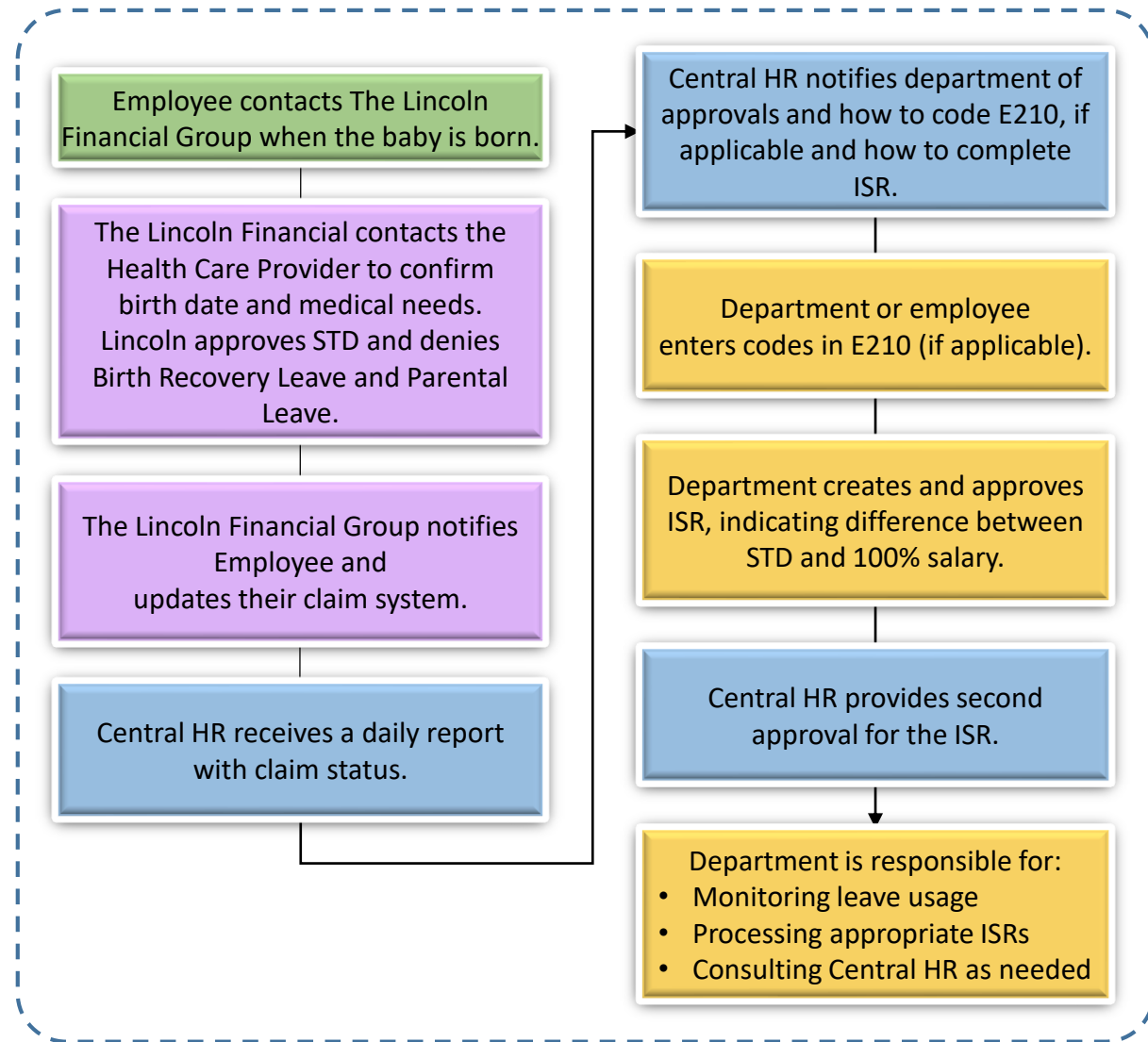


Eligible for STD, Not Qualified for Birth Recovery, Parental Leave, or FML

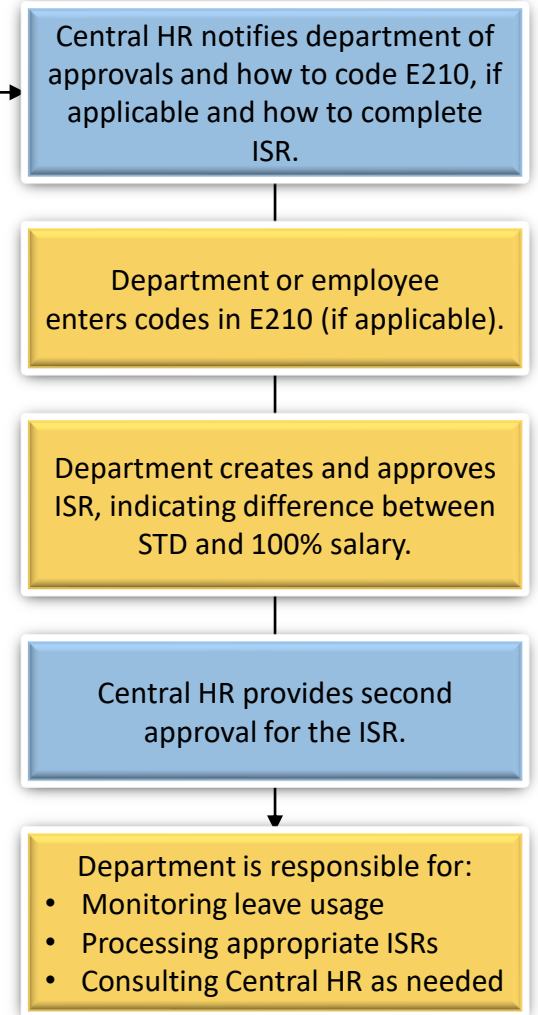
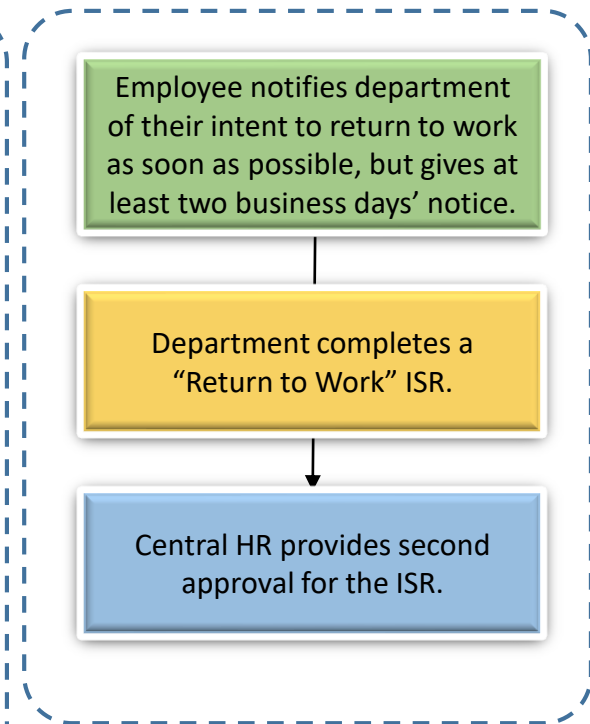
Prior to Birth



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-STD-Only.pdf>