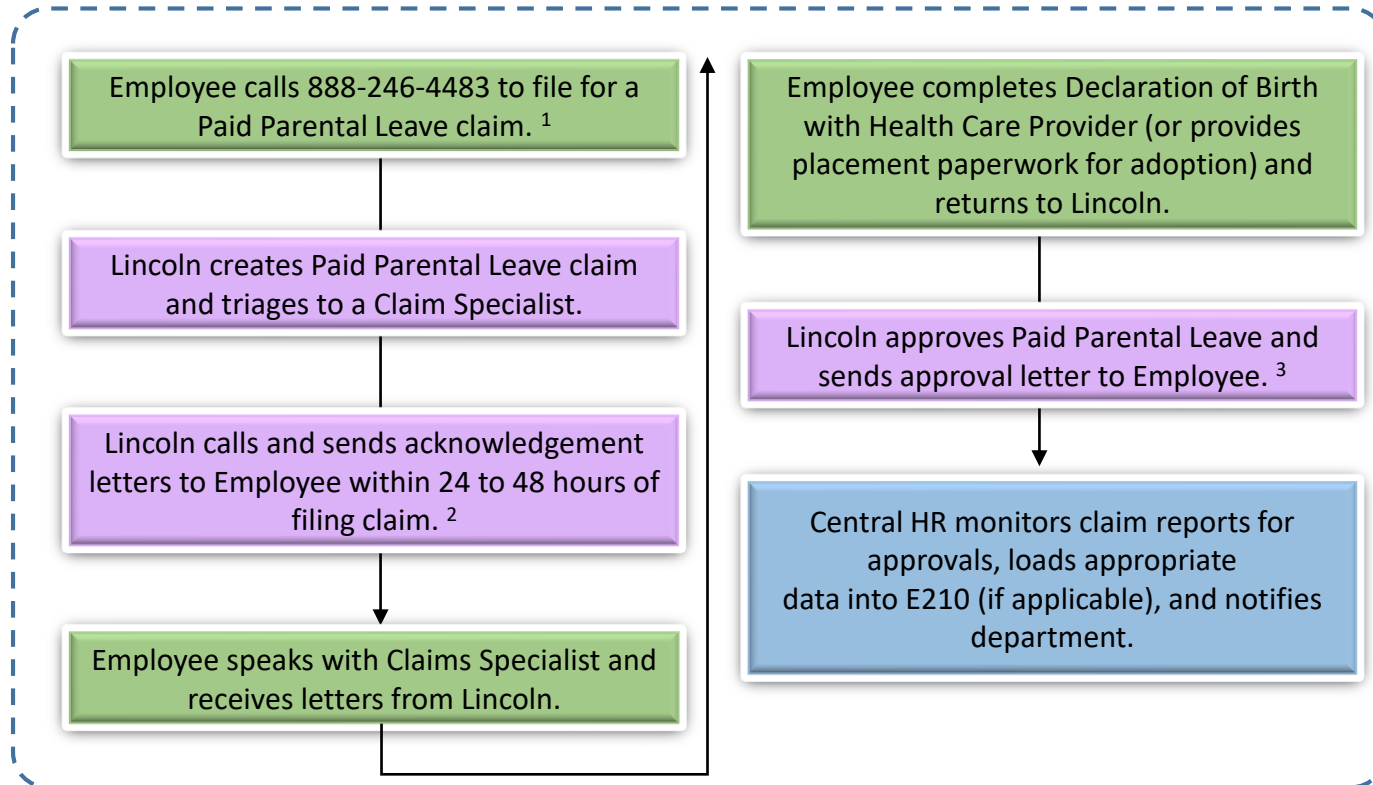
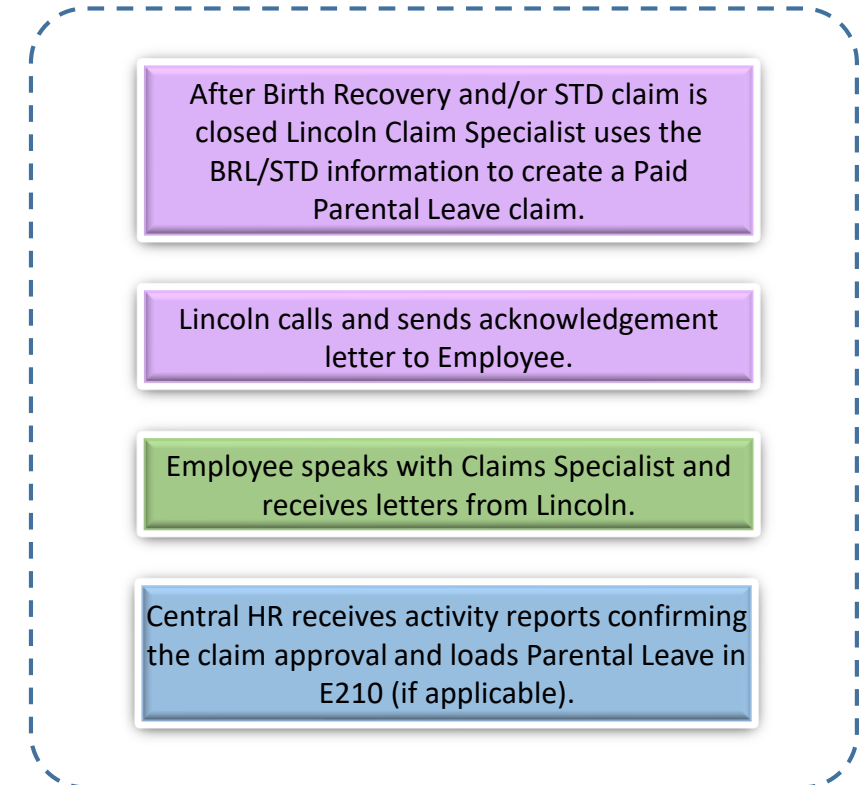


The Lincoln Financial Group Process for Paid Parental Leave

If Employee is not the Birth Parent



If Employee is the Birth Parent



Footnotes

1. Paid Parental Leave claims for Non-Birth Parents can only be filed by telephone.
2. During the initial interview the Claim Specialist will discuss Parental Leave process/requirements.
3. Approval letters are automatically generated by system and mailed the following business day.

Legend:

Employee

The Lincoln Financial Group

Central HR