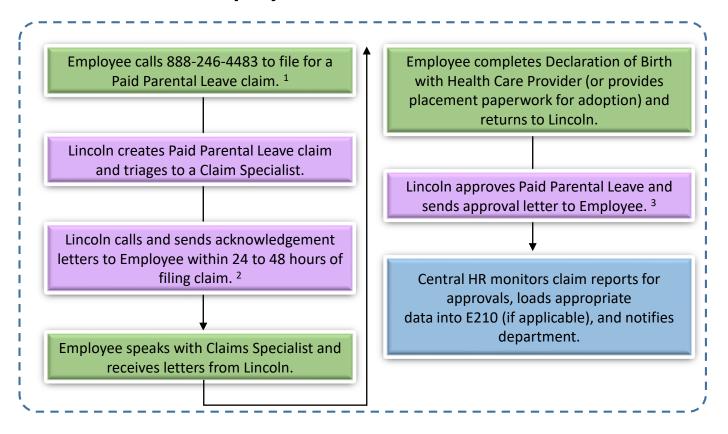
The Lincoln Financial Group Process for Paid Parental Leave

Central HR

If Employee is not the Birth Parent



Legend:

Employee

The Lincoln Financial Group

If Employee is the Birth Parent

After Birth Recovery and/or STD claim is closed Lincoln Claim Specialist uses the BRL/STD information to create a Paid Parental Leave claim.

Lincoln calls and sends acknowledgement letter to Employee.

Employee speaks with Claims Specialist and receives letters from Lincoln.

Central HR receives activity reports confirming the claim approval and loads Parental Leave in E210 (if applicable).

Footnotes

- 1. Paid Parental Leave claims for Non-Birth Parents can only be filed by telephone.
 - 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.