

Childbirth & Paid Parental Bonding Leave

May 2025



Child-Birth & Paid Parental Bonding Leave

What you need to know



Information for All Parents



Information for Pregnant Creators & SciPlayers



Contact information



Related Documents/Links

Paid Parental Bonding Leave



WHO

- Eligible after 12 months of employment

WHAT

- Up to 4 weeks of continuous paid leave

WHEN

- Leave must be taken within 12 months of birth/adoption/placement with 30 days advance notice

WHY

- To support our employees' desire to play an active role in parenting. This policy extends a leave benefit to eligible employees on a gender-neutral basis, regardless of the pathway to parenthood

HOW

- Contact Prudential or the Light & Wonder LOA Team

How to file for Paid Parental Bonding Leave



LEAVE INFORMATION

> Call: 1.877.367.7781
Online: prudential.com/mybenefits Web Access Code: 70354

You may be eligible for additional leave options through federal and/or state law relating to having a child. Prudential, our third-party leave administrator, will assist you with all applicable leave options

You can file your claim as early as you like (typically 60-90 days) but no later than 30 days prior to your requested leave date

In cases where the need for leave is unforeseeable, notice must be provided as soon as practicable after learning of the need to take leave

- ★ Remember that you can take up to 4 weeks of continuous leave within the first 12 months of birth/adoption/placement
- ★ You do NOT accrue PTO while out on a leave of absence

Our Employee Assistance Program (EAP) offers a variety of FREE resources for you and your growing family



Call 833.812.5179 / TRS: Dial 711

<http://www.guidanceresources.com/>

Web ID: LNWEAP



Do you know what benefits you & your family are enrolled in?



If you are enrolled in medical, accident, or hospital indemnity, you may want to review & better understand your coverage prior to going out on LOA

- ➡ Log onto Workday and click “Benefits” to review your current elections
- ➡ Visit www.lnwellness.com to for more inf to for more inf to for more information regarding your elections



Aetna Enhanced Maternity Program

The Aetna Enhanced Maternity Program is designed to assist you from the time you start planning a family to well after your baby is born. You'll want to sign up early to earn extra rewards and utilize the program to its fullest extent.

The Aetna Enhanced Maternity Program is available to Creators & Sciplayers who are enrolled in an Aetna medical plan. Rest assured, access to the program's support and resources is provided at no extra cost.

Services Include:

- Personalized nurse support
- Delivery assistance and advice
- Educational materials
- Pregnancy risk survey
- Preterm labor program to support high-risk women
- Postpartum mental health support



Exciting changes are coming your way. And with the Aetna Enhanced Maternity Program, you can count on us to support you throughout your entire pregnancy journey. The program is included in your Aetna® plan. So rest assured, you're getting support and resources at no extra cost to you.

Getting started is easy

- Text **BABY** to: **66902**
- Enroll on your Aetna member website.
- Call us at **1-800-272-3531 (TTY: 711)** weekdays from 8 AM to 7 PM ET.

You'll learn about what to expect before and after delivery, early labor symptoms, newborn care and more.

We can also:

- Offer you phone-based genetic counseling and screening, as well as convenient, confidential and cost-effective genetic testing.
- Help you make informed decisions throughout your pregnancy.
- Give you advice on lowering your risk for early labor.
- Help you cope with postpartum depression.

Enroll early and get a reward when you sign up by the 16th week of pregnancy.

Aetna.com
45-09-43013-1 (7/20)



When and how do you add your new child to your benefits plans?



A birth/adoption/placement event must be submitted within 30 days of the birth/placement/adoption

Email: benefits@lnw.com

Please include documentation supporting the life event such as:



birth confirmation from the hospital



birth certificate



placement /adoption decree



What additional information should pregnant Creators & Sciplayers be aware of?



After 6 months of employment, you may also be eligible for short-term disability pay:

- If you need a medical leave of absence due to a condition or illness related to your pregnancy
- During Postpartum Recovery (child-birth)

★ If you have not been employed for 6 months, you may be eligible for unpaid job protected leave under the American with Disabilities Act (ADA)



How to file for Short-Term Disability?



Prudential

- Call: 1-877-367-7781
- Online:
www.prudential.com/mybenefits
Web Access Code: 70354

★ You can file your claim as early as you like (typically 45 days) but no later than 30 days prior to your requested leave date. In cases where the need for leave is unforeseeable, notice must be provided as soon as practicable after learning of the need to take leave



Employment Duration	100% of Pay	60% of Pay
6 Month – 1 Year	2 Weeks	24 Weeks
1 – 3 Years	4 Weeks	22 Weeks
3 – 5 Years	6 Weeks	20 Weeks
5 + Years	13 Weeks	13 Weeks

Example: An employee who has been here for 2 years would be eligible for 4 weeks of STD pay at 100% and 3 weeks at 60% for a C-section delivery

How to file for Short-Term Disability?



Short-Term Disability has a waiting (elimination) period of 7 days. You can supplement your pay during this time with available/accrued PTO only. If you do not wish to use PTO during this time and would prefer to go unpaid, please send an email to loa@lnw.com with your request

Disability for child-birth is 5 weeks of pay for vaginal delivery, 7 for surgical delivery

% of pay is based on your base salary & employment duration (see chart & example)

You can call or go online to file your claim

You do not accrue PTO while out on short-term disability

Once your STD is approved, you will receive your pay on normal paydays through L&W direct deposit. If your claim is pending, you will receive 0 pay until L&W receives an approval

If your pay is reduced to 60% during your leave, you may “true up” to 100% using available/accrued PTO. Please send an email to loa@lnw.com with your request

If your absence is during a company paid holiday, you will not receive holiday pay

Paid Parental Bonding Leave: Birthing Parent

(6-12 months of employment)



Vaginal
Birth:

**PTO:
1 week

^Short Term Disability: 5 weeks:
Paid (2 weeks at 100% & 3 weeks at
60%)

PTO or Unpaid Leave: 6 weeks

C-
Section
Birth:

**PTO:
1 week

^Short Term Disability: 7 weeks:
Paid (2 weeks at 100% & 5 weeks at 60%)

PTO or Unpaid Leave: 4
weeks

Eligibility Notes:

- **PTO will be used to cover the waiting period for Short Term Disability (STD) coverage (or unpaid time can be taken)
- ^STD pays out at either 100% or 60% based upon an employee's tenure, an employee must be employed at least 6 months to be eligible for this benefit; STD timelines above are based on births without complication

Paid Parental Bonding Leave: Birthing Parent

(1+ year of employment)



*FMLA: 12 Weeks: Unpaid

Vaginal
Birth:

**PTO: 1
week

^Short Term Disability: 5 weeks:
Paid (4 weeks at 100% & 1 week at 60%)

^^Paid Parental Bonding Leave: 4
weeks: Paid (100%)

PTO or Unpaid Leave: 2
weeks (Optional with
business approval)

C-
Section
Birth:

**PTO: 1
week

^Short Term Disability: 7 weeks:
Paid (4 weeks at 100% & 3 weeks at 60%)

^^Paid Parental Bonding Leave: 4
weeks: Paid (100%)

Eligibility Notes:

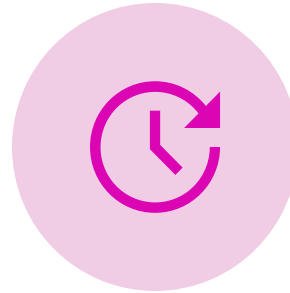
- *FMLA: you must be employed for 12 months & have worked at least 1250 in the last 12 months; employees are allotted 12 weeks over a rolling calendar year
- **PTO can be used to cover the unpaid waiting period for Short Term Disability (STD) coverage (or unpaid time can be taken)
- ^STD pays out at either 100% or 60% based upon an employee's tenure, an employee must be employed at least 6 months to be eligible for this benefit; STD timelines above are based on births without complication
- ^^Employees must be employed for 12 months and have worked at least 1250 hours in the last 12 months to be eligible for Paid Parental Bonding Leave



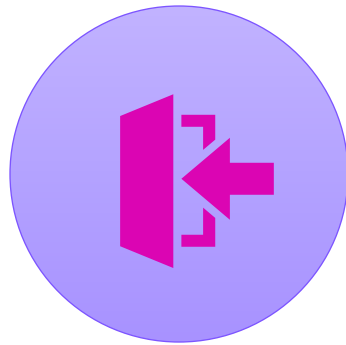
When planning to return to work:



You will be required to have your physician provide a return to work note at least 48 hours before you return to work. Please send the information to loa@lnw.com, your supervisor, and HR Partner



Non-Exempt employees will have a delay in access to ADP upon your return to work. Your manager will need to manually track your time until your access is restored



Click Here for All Contact Information

Document Library



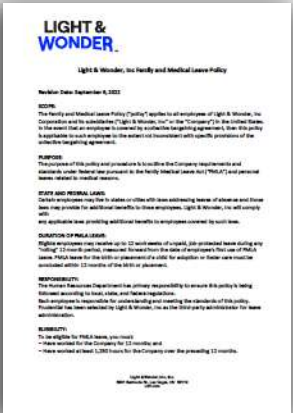
Reporting an Absence



Parental Success Overview



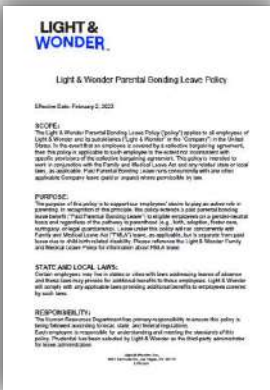
EAP Information



FMLA Policy



FMLA Statement of Rights



Paid Parental Bonding Leave Policy



L&W Wellness Site



Return to Work Authorization



THANK YOU!