



Pernod Ricard North America  
*CREATORS OF CONVIVIALITY*

# Paid Parental Leave

## (US-Based Employees Only)

### Purpose:

Pernod Ricard is committed to supporting our employees and their growing families. A comprehensive Paid Parental Leave policy which provides eligible employees full paid time off from work, to care for and/or bond with newborn or newly adopted children, is offered.

### Policy:

Eligible employees must notify their Manager and contact The Hartford at **1-888-301-5615** or [www.TheHartford.com/groupbenefits](http://www.TheHartford.com/groupbenefits) to request STD and/or Parental Leave at least 30-days calendar days prior to the anticipated date of birth or adoption, to prevent any delays in the approval paid leave. Parents must also confirm their delivery date with The Hartford as soon as reasonable possible.

**Please Note:** STD/LTD cannot be used in conjunction or to subsidize Worker's Compensation.

### **Paid Parental Leave:**

- Pernod Ricard will grant *up to* 10 weeks of full paid time off to eligible employees.
- New parents by birth or adoption are eligible.
- Must be taken within 1 year of birth or adoption at a minimum of 1-week increments.
- Parental leave benefits run concurrently with FMLA, applicable state leaves, and PRUSA Paid Holidays.
- For birth mothers, this leave begins no sooner than at the conclusion of STD benefits.
- Only one employee at a time can receive Paid Parental Leave to bond with the same child.

### **Short Term Disability:**

- Birth mothers are eligible for Short Term Disability (STD).
- Benefits will begin on the date of delivery.
- Birth mothers typically receive either 6 weeks of STD for a natural birth or 8 weeks of STD for caesarian.
- There is no waiting period for STD claims associated with a pregnancy.
- This leave cannot be taken intermittently.

### Eligibility:

All full-time, regular, benefit-eligible US-based employees are eligible.