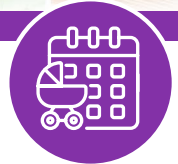




LIFE



Parental Leave At-A-Glance

Investing in You, Your Family, and Your Career

The Company provides paid parental leave of 100% of your pay for six weeks for the birth of a child, an adoption, or foster care placement. The policy enables parents to take paid time away from work to care for and bond with children new to their family. For a birthing parent, this is a separate benefit from the short-term disability benefit for a maternity event.



Need support?

Learn more at koch.link/myleave.

Infor employees email kgs.leaveofabsence@infor.com.

Natural Child Birth Time Line

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEK 10	WEEK 11	WEEK 12
Family & Medical Leave Act (FMLA) [🛡] (12 weeks)											
Sick Time + Short-Term Disability (STD) [\$] (combined, 6 weeks for childbirth)						Paid Parental Leave (PPL) [\$] (6 weeks)					

\$ – Paid Leave 🛡 – Job Protection

Birth by Caesarean Section Time Line

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6	WEEK 7	WEEK 8	WEEK 9	WEEK 10	WEEK 11	WEEK 12	WEEK 13	WEEK 14
Family & Medical Leave Act (FMLA) [🛡] (12 weeks)													
Sick Time + Short-Term Disability (STD) [\$] (combined, 6 weeks + 2 additional weeks for Caesarean recovery)						Paid Parental Leave (PPL) [\$] (6 weeks)							

\$ – Paid Leave 🛡 – Job Protection

This information applies to eligible U.S. employees of Koch Industries, Inc. and affiliated companies. It does not apply to GP Production Hourly employees. It does not apply to work less than 30 hours per week or classified as temporary, intern, temporary Field Service, OPD Field Service, Engineering Field Boilermaker, employed by Encadria Staffing Solutions, LLC OR employees who are included in a unit of employees covered by a bona fide collective bargaining agreement in which the benefits described were the subject of good faith bargaining and the benefits were agreed to not be available to those employees. .

Any conflict between this summary and the benefit plan documents shall be controlled by the plan documents. If there is any conflict between this summary and your company's policies, the company policy shall control. Koch Industries, Inc. reserves the right to make changes in the benefits, costs and other provisions relative to employee benefits or to terminate any benefit plan or program offered to employees at any time.

myLifeChoices

