



DallasNews Corporation new paid Maternity and Paternity Leave Policy goes into effect on July 1, 2022

Regular, full-time employees who have been employed by A. H. Belo for more than one year are eligible to receive paid Maternity and Paternity Leave in order to bond with and care for a newborn or adopted child.

As a part of our new Life360 benefits program, the company is unveiling a new Paid Maternity and Paternity Leave Policy.

The **Maternity Leave** Policy allows new mothers to receive **12 weeks of paid leave benefits** in order to bond with and care for a child. This will be equal to 100 percent of your base salary, less appropriate taxes and other deductions.

The **Paternity Leave** Policy allows new fathers to receive **12 weeks of paid leave benefits** in order to bond with and care for a child. This will be equal to 100 percent of your base salary, less appropriate taxes and other deductions.

Maternity and Paternity Leave may be taken all at once, or intermittently within the first six months of the birth or adoption; however, manager approval may be required. You must fulfill a one year waiting period to be eligible for this benefit. Maternity Leave runs concurrently with Family Medical Leave Act (FMLA) and Short Term Disability (STD). Supporting documentation may be requested.

<p>Who is eligible for this benefit?</p> <p>All full-time regular employees who have met the one year waiting period from date of hire. The benefit is available for births and adoptions.</p>	<p>Am I required to take Maternity or Paternity leave all at once?</p> <p>No, you can take the leave all at once, or in increments. However, it must be used within 6 months of the birth.</p>	<p>If I am pregnant and due at the end of 2021, would I fall under the current leave policy or the new policy?</p> <p>If your leave starts in 2022, you will be covered under the current leave policy.</p>
<p>How do I apply for this benefit?</p> <p>You must notify your Manager and HR Business Partner. You must also file a claim with Lincoln Financial.</p>	<p>Will I still receive my salary when I use this benefit?</p> <p>Yes, the benefit is equal to 100% of your base salary, less appropriate taxes and other deductions.</p>	<p>If I go out on leave before giving birth, when does the benefit begin?</p> <p>Maternity leave begins on the date of delivery. Any leave before this date will be categorized as a Short Term Disability.</p>