



Be Present

New Parent Leave

Thompson Thrift will provide ten (10) weeks of paid birth leave in a rolling 12-month period to a team member who gives birth following the birth of the child to enable the team member to recover medically from the birth.

Additionally, for team members who have been employed by Thompson Thrift for at least 120 days, Thompson Thrift will provide up to two (2) weeks of paid bonding leave in a rolling 12-month period to team members following the birth of a team member's child or the placement of a child with a team member through adoption or foster care. Team members who have been employed by Thompson Thrift for fewer than 120 days will receive one (1) week of paid bonding leave. The purpose of bonding leave is to enable the team member to care for and bond with a newborn, a newly adopted child, or newly placed child. Bonding leave must be taken within 12 months of the event triggering the bonding leave. Bonding leave is available to all new parents; therefore, a team member who gives birth to a child would be entitled to both ten (10) weeks of paid birth leave and two (2) weeks of paid bonding leave, for a total of twelve (12) weeks of paid New Parent Leave (or eleven (11) weeks if employed by Thompson Thrift for fewer than 120 days).

Both birth leave and bonding leave run concurrently with Family and Medical Leave Act ("FMLA") leave and any leave provided for under state law. Company holidays are not paid during the paid parental leaves. If team members are eligible for state programs that provide compensation for birth leave and/or bonding leave, such team members must apply for such compensation, which will be deducted from any compensation paid by the Company during such leave.

If a team member needs to take New Parent Leave following the birth of a child or to care for or bond with a newly adopted or newly placed foster child, the team member should provide advance notice to their supervisor or Human Resources. When possible, at least ninety (90) days' notice should be given. If ninety (90) days' notice is not possible due to medical necessity or other circumstances, the team member should provide as much advance notice to the Company as reasonably possible. Written notice is preferred but not required.

If a team member has a pregnancy-related or childbirth-related limitation or disability and requires a reasonable accommodation—which may include leave—the team member should contact Human Resources to discuss an appropriate accommodation.

The above time periods for paid birth leave and paid bonding leave are effective for triggering events that occur on or after January 1, 2027



**Family Impact
Benefits Program**

