



Be Present

New Parent Leave

Thompson Thrift will provide eight (8) weeks of paid birth leave in a rolling 12-month period to a mother following the birth of the child to enable the mother to recover medically from the birth. Mothers with one year or more of service or more would also receive four (4) weeks of paid bonding leave for a total of twelve (12) paid weeks for birthing and bonding. Mothers with less than one year of service would also receive two (2) weeks of paid bonding leave for a total of ten (10) paid weeks for birthing and bonding. These leaves must be used concurrently.

Additionally, Thompson Thrift will provide up to four (4) weeks of paid bonding leave in a rolling 12-month period to team members with one year or more of service and will provide up to two (2) weeks of paid bonding leave in a rolling 12-month period to team members with less than one year of service, following the birth of a team member's child or the placement of a child with an employee through adoption or foster care. Bonding leave is available to both the parent giving birth to the child and a non-birth parent.

The purpose of bonding leave is to enable the team member to care for and bond with a newborn, a newly adopted or newly placed child. Bonding leave runs concurrently with Family and Medical Leave Act (FMLA) leave. Company holidays are not paid during the paid parental leaves.

This policy will be in effect for births or adoptions occurring on or after May 1, 2025.

Adoption Services

Thompson Thrift also offers adoption assistance. Team members who complete the adoption process will receive a one-time \$5,000 taxable bonus.



**Family Impact
Benefits Program**

