



# Be Present

## New Parent Leave

### Maternity Leave

New mothers will be paid 12 weeks of maternity leave after the birth of a child. New mothers who adopt a child under the age of two will be paid 12 weeks of maternity leave after the birth/adoption of the young child. Once notified, Human Resources will enter and track the time-off request.

### Paternity Leave

New fathers receive 1 week of paid paternity leave. This leave is entered into ADP by the team member as a time off request, indicating paternity.

### Foster Parent / Adoption Services

Each team member will receive 1 week (40 hrs.) of paid time. These hours can be taken in a lump sum or broken up. There is a maximum of 2 weeks (80 hrs.) benefit per year.

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**

