Your Maternity Checklist

The JLL Parent Experience is our holistic approach to supporting your family when adding a new child. JLL offers benefits, resources and leave time options for every phase of your maternity experience — healthy pregnancy, bonding time with your family and a smooth transition back to work. A combination of FMLA, STD, Parental Leave Pay, PTO /FTO and personal leave allows you to spend time with your new child. Use this checklist to ensure you are getting the most from your benefits. The timeline below is a typical scenario for giving birth. This timeline can vary depending on your personal situation.

Click anywhere on the timeline to see more details.

<table>
<thead>
<tr>
<th>Early Pregnancy</th>
<th>Last 30 Days of Pregnancy</th>
<th>First Week After Birth</th>
<th>Next 2 to 6 (or 8)* Weeks After Birth</th>
<th>Next 6 Weeks</th>
<th>Personal Leave of Absence</th>
</tr>
</thead>
<tbody>
<tr>
<td>✅ UHC members: Consider participating in the UHC maternity support program...</td>
<td>✅ Contact Lincoln Financial...</td>
<td>Use PTO/FTO for 5-day waiting period before STD begins</td>
<td>Receive STD at 70% of base salary for the time your doctor certifies you are unable to work</td>
<td>Receive 6 weeks 100% paid leave called Parental Leave Pay You can take 6 weeks in a row or in two-week intervals</td>
<td>✅ Check with your manager...</td>
</tr>
<tr>
<td>✅ Contact Lincoln Financial...</td>
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<td>✅ Contact BSG...</td>
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<td>✅ Check with your manager...</td>
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<tr>
<td>✅ Take advantage of JLL’s EAP, GuidanceResources...</td>
<td>✅ Schedule time with your manager...</td>
<td>✅ Check with your state...</td>
<td>✅ Contact your manager...</td>
<td>✅ Pre-register for back-up emergency day care...</td>
<td>✅ Visit HR Direct...</td>
</tr>
</tbody>
</table>

Period covered by the Family and Medical Leave Act (FMLA)

- Early Pregnancy:
  - Last 30 Days of Pregnancy
  - First Week After Birth
  - Next 2 to 6 (or 8)* Weeks After Birth
  - Next 6 Weeks

- Personal Leave of Absence:
  - Meet with your manager
    - Ask if a lactation/sick room is available
    - Discuss availability of flexible work arrangements
    - Discuss how your return is going
  - Continue to access myBlueprint4Health and our EAP provider, GuidanceResources
  - Call Bright Horizons when you need emergency child care
  - Contact office services to get access to the Mothers Room (if needed)