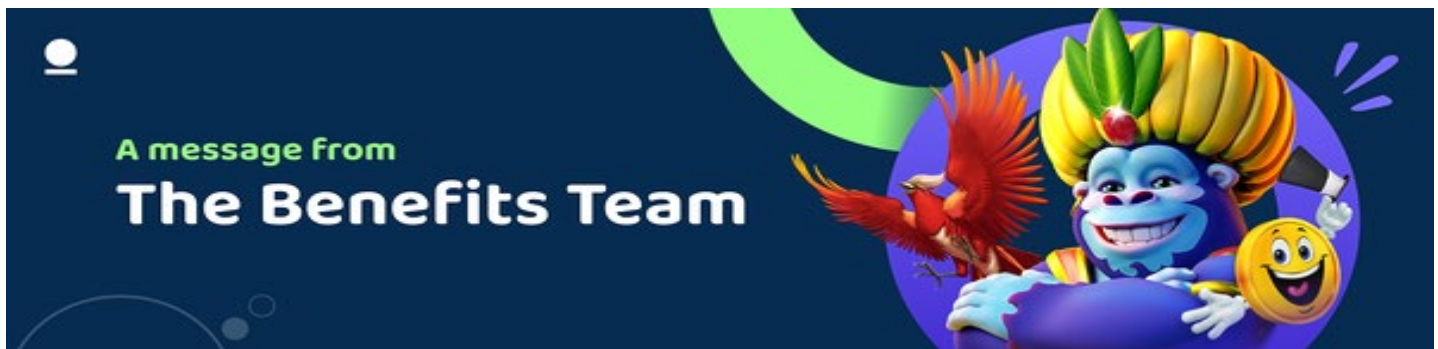




U.S. Paid Parental Leave Policy – Childbirth Recovery and Bonding FAQs

1. What is the Paid Parental Leave Policy?

The policy provides eligible employees with paid time away from work for:

- Recovery from childbirth (Childbirth Recovery Leave)
- Bonding with a newborn child
- Bonding with a child placed through adoption or foster care (Bonding Leave)

The Paid Parental Leave Policy replaces Aristocrat's prior parental leave policy.

2. Who is eligible for Paid Parental Leave?

To be eligible, you must:

- Be actively employed by Aristocrat in the United States (including Puerto Rico)
- Normally work and be paid in the United States
- Be a full-time employee regularly scheduled to work at least 30 hours per week
- Have completed 12 months of employment with Aristocrat or an affiliated company

You become eligible on the first day after completing 12 months of service.

3. Who is not eligible?

The following individuals are not eligible:

- Part-time employees working fewer than 30 hours per week
- Temporary employees
- Interns
- Contractors and contingent workers
- Employees provided through a staffing agency
- Employees based outside the United States
- Any individual who is not directly employed by Aristocrat

4. What is Childbirth Recovery Leave?

Childbirth Recovery Leave is paid time off for the employee who gives birth to recover from childbirth.

How much leave is available? Up to **8 weeks** of paid leave.

How is it paid? Employees receive **100% of their regular straight-time pay** during the leave (please see FAQ 14 for impact of multiple leaves occurring simultaneously).

When does the leave period begin? The available leave period begins on the date of birth. If leave does not start immediately following childbirth, the available time is reduced accordingly.

Can I take it intermittently? No. Childbirth Recovery Leave must be taken in **one continuous leave period**.

5. What is Bonding Leave?

Bonding Leave provides paid time off to bond with:

- A newborn child
- A child placed for adoption
- A child placed through foster care

How much leave is available? Up to **4 weeks** of paid leave.

How is it paid? Employees receive **100% of their regular straight-time pay** during the leave (please see FAQ 14 for impact of multiple leaves occurring simultaneously).

When can Bonding Leave be taken? Any time within the first **12 months** after birth, adoption, or foster placement.

Can Bonding Leave be taken intermittently? No. Bonding Leave must be taken as **one continuous leave period**.

6. If I am eligible for both Childbirth Recovery Leave and Bonding Leave, what order must they be taken in?

Childbirth Recovery Leave must be used first. For employees eligible for both Childbirth Recovery Leave and Bonding Leave, Bonding Leave can begin only after Childbirth Recovery Leave has been exhausted.

7. How do I request leave?

Employees must contact the Company's leave administrator:

AbsencePro

- Phone: 877-365-2666
- Website: absencepro.absencemgmt.com
- TDD: 800-697-0353

8. How is the leave calculated?

Leave is based on number of work weeks based on your regular work schedule.

Example: An employee who normally works 5 days per week is eligible for:

- 40 workdays of Childbirth Recovery Leave (8 weeks × 5 days)
- 20 workdays of Bonding Leave (4 weeks × 5 days)

Employees who work fewer days each week receive a proportional number of leave days, but the total number of work weeks eligible for leave remains unchanged.

9. How often can I use Paid Parental Leave?

Childbirth Recovery Leave and Bonding Leave are available **once during any rolling 12-month period**.

10. If I have twins or multiple children placed at the same time, do I receive additional leave?

No. Multiple births or multiple adoption/foster placements do not increase the amount of leave available.

11. Does Paid Parental Leave run at the same time as FMLA?

Yes. Leave under this policy runs concurrently with any available leave under:

- The Family and Medical Leave Act (FMLA)
- Applicable state family and medical leave laws

Employees must complete all required steps to apply for qualifying FMLA and/or applicable state or local family and medical leave.

13. Can I receive both Short-Term Disability (STD) benefits and Childbirth Recovery Leave?

Typically, yes. Employees recovering from childbirth are often eligible for STD benefits.

However:

- STD benefits run concurrently with Childbirth Recovery Leave.
- Childbirth Recovery Leave will not extend beyond 8 weeks, even if STD benefits continue longer.
- Paid Childbirth Recovery Leave is reduced by any amount provided by STD benefits occurring concurrently (see FAQ 14).

When an employee contacts Absence Pro (See FAQ 7), the leave administrator will help identify all available company, federal, state, and local leaves available, including STD benefits.

14. Can I receive more than 100% of my regular pay while on leave?

No. If multiple paid benefits (such as STD and Paid Parental Leave) would exceed 100% of your regular wages, the Paid Parental Leave benefit will be reduced so total compensation does not exceed 100% of regular pay, unless otherwise required by law.

15. Will taxes be withheld from leave payments?

Yes. All payments under this policy are subject to applicable taxes and payroll withholdings.

16. Will I continue to accrue PTO while on leave?

Yes. Employees continue to accrue PTO during leave under this policy.

17. What happens if a company holiday occurs during my leave?

Company holidays occurring during leave are counted as leave days and do not extend the overall leave period.

18. Will my health benefits continue while I am on leave?

Yes. Health and welfare benefits generally continue under the normal plan terms.

Employee premium contributions will continue and, when applicable, will be deducted from leave payments.

19. What happens if I leave the company before using all my leave?

Any unused Paid Parental Leave will be forfeited and will not be paid out upon separation from employment.

20. Am I protected from retaliation for taking leave?

Yes. Employees will not be retaliated against for requesting or taking leave in good faith under this policy.

However, participation in the policy does not provide immunity from normal employment actions unrelated to leave, such as:

- Performance management
- Discipline for misconduct
- Layoffs or reductions in force

21. What happens if an employee provides false information related to leave?

Fraud, misrepresentation, or intentionally misleading the Company or its leave administrators may result in disciplinary action, up to and including termination of employment, and may require repayment of benefits received.

22. Can the Company change or discontinue the policy?

Yes. Aristocrat reserves the right to modify, amend, replace, or terminate the policy and its benefits at any time, subject to applicable law.

23. If I am on Primary Paid Parental Leave from Aristocrat's prior parental leave policy when the new policy takes effect, will I automatically switch to the new policy?

No. If the leave entitlement under the previous Primary Paid Parental Leave policy is more generous, you will remain covered under that policy and continue receiving those benefits until your leave ends and you return to work.

24. If I am on Secondary Paid Parental Leave from Aristocrat's prior parental leave policy when the new policy takes effect, will I automatically transition to the new policy?

Yes. Because the new Bonding Benefit provides a more generous leave entitlement than the previous Secondary Paid Parental Leave policy, you will receive the enhanced benefit available under the new policy.

To ensure your leave is updated correctly, please complete the following steps:

1. **Contact AbsencePro**, our leave administrator, at 877.365.2666 and request that your leave end date be updated.

2. **Notify the Benefits Team** at atus.benefits@aristocrat.com of your leave extension. Failure to notify Benefits of your revised return-to-work date may result in payroll or pay-related issues.
3. **Follow your department's call-in procedures** and inform your manager of your extended leave and updated return-to-work date.

25. My bonding leave has been approved but has not started. What do I need to do to be covered under the new policy?

To ensure you receive the full benefit under the new policy, please complete the following steps:

1. **Contact AbsencePro**, our leave administrator, at 877.365.2666 and request that your leave end date be updated.
2. **Notify the Benefits Team** at atus.benefits@aristocrat.com of your leave extension. Failure to notify Benefits of your revised return-to-work date may result in payroll or pay-related issues.
3. **Follow your department's call-in procedures** and inform your manager of your extended leave and updated return-to-work date.

26. I completed my bonding leave provided under the prior policy before the new policy took effect. Can I receive the additional two weeks of leave provided under the new policy?

No. Leave benefits are administered based on the policy in effect at the time the leave was approved and taken. Because your leave was completed under the previous policy, you are not eligible for additional leave under the new policy.

27. I was previously advised that once I became FMLA eligible for bonding leave, I would receive 12 weeks of paid Primary Parental leave. Will I still receive this benefit?

No. Leave benefits are administered based on the policy in effect at the time the leave was approved and taken. Because your leave will occur under the new policy, you are not eligible for leave benefits under the previous policy.

28. Am I eligible for Childbirth Recovery Leave if my doctor places me on leave before my baby is born?

Childbirth Recovery Leave begins on the date of birth and is not available before the baby is born. If your doctor determines that you need to stop working prior to delivery, you may be eligible for Family and Medical Leave Act (FMLA) leave and/or Short-Term Disability (STD) benefits during that time. You may also choose to use available Paid Time Off (PTO) to supplement your disability benefits and help bring your pay as close as possible to 100% during this time. You will become eligible for Childbirth Recovery Leave once your baby is born.

29. Do both parents get leave if we work at the same company?

A: Yes. Each eligible employee qualifies for their own parental leave benefit. If both parents work for the company and meet the eligibility requirements, each may take the full leave available under the policy.

30. Why has this policy changed?

We periodically review our benefits and leave programs to ensure they reflect current best practices, meet compliance requirements, and support the evolving needs of our employees. This update helps us provide a more competitive and comprehensive parental leave benefit.

Quick Summary

Benefit	Duration	Pay
Childbirth Recovery Leave	Up to 8 weeks	100% of regular pay
Bonding Leave	Up to 4 weeks	100% of regular pay
Total Available (if eligible for both)	Up to 12 weeks	100% of regular pay