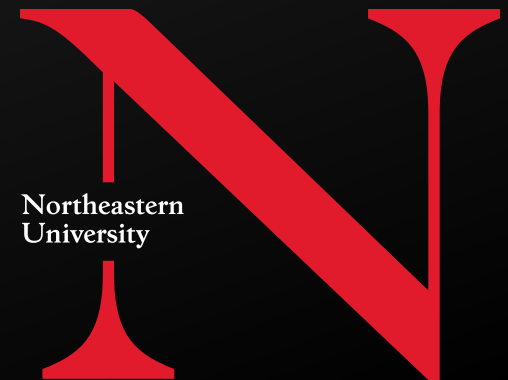


Enhanced Parental Leave Policy

Jane Moyer, Vice President, Human Resources Management
Lisa Sinclair, Vice President, Legal Affairs



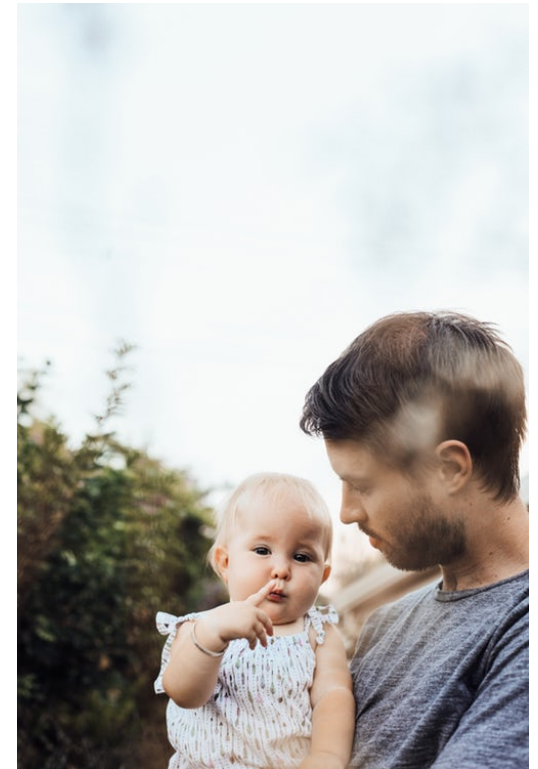
Expanded Parental Leave Benefits

- Meaningful paid time off for benefits eligible faculty and staff following birth, adoption, and/or foster placement; effective Nov. 1
- Reflects university's commitment to the needs of families, ensuring that talent thrives here.
- Further differentiates Northeastern in the market



Key Components

- Recovery Time Benefit
- Bonding Time Benefit



Recovery Time Benefit

- Four weeks of recovery time for birth parents at full pay, effective from date of delivery
- Continue to accrue paid time off while on leave
- After recovery time is used, birth parent eligible for up to eight weeks of bonding time



Bonding Time Benefit

- Four weeks of leave at full pay and four weeks at half pay; applies equally to *all* parents
- Effective from date of delivery, date of adoption, or date of foster care placement
- May be used in succession or in two-week increments within one year of eligibility
- Continue to accrue paid time off

