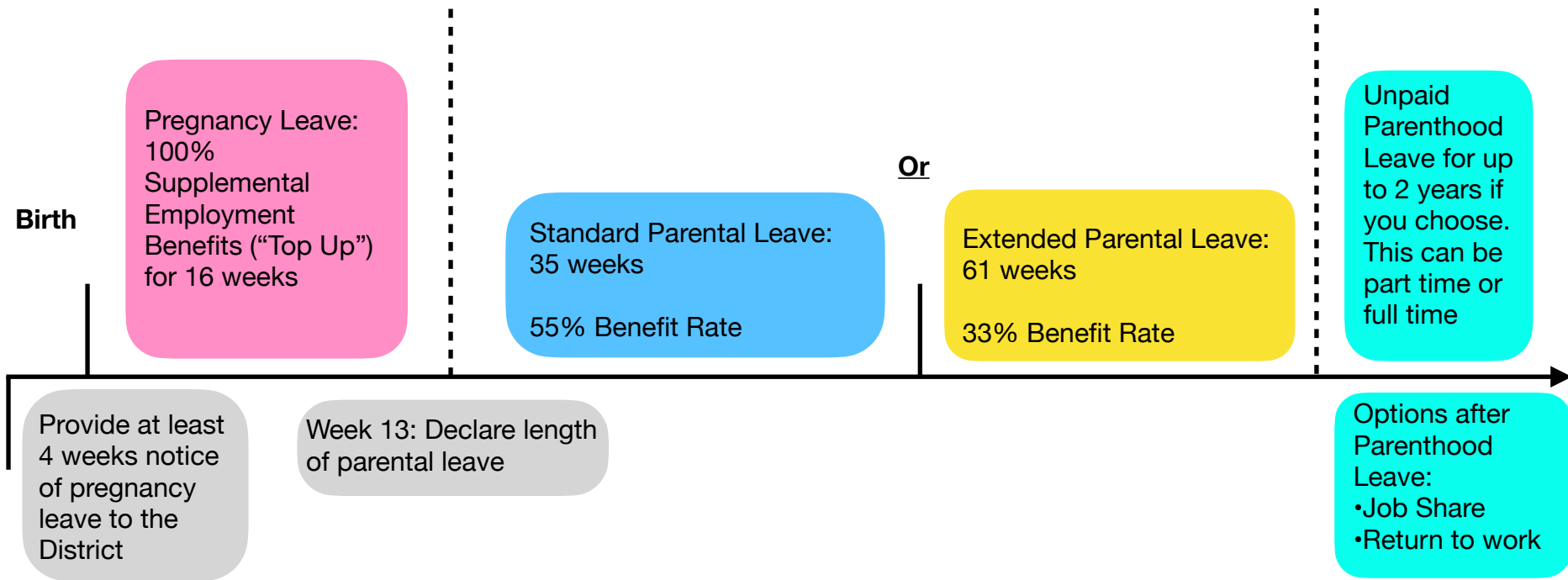


Pregnancy/Parental Leave Timelines



•You are required to apply for EI Maternity Benefits in the second week of your pregnancy leave. Failure to do so may result in overpayment.

•Other parents: 62 weeks unpaid. Must begin 78 weeks from birth or adoption placement. 61 weeks unpaid leave available through Employment Standards Act.

•All parents have 40 weeks of parental leave; 5 weeks which are specifically for the spouse to take time off work to care for the newborn. Otherwise the choice for parental leave is 35 or 61 weeks.