



Introduction

SomaLogic recognizes the importance of supporting working parents. As part of this commitment, we provide eligible U.S. Team Members opportunities for time away from work following the birth or adoption of a child.

In the event of birth or adoption of a child, you are eligible for up to six weeks (240 hours) of paid Parental Leave. During this six-week period, you will receive your regular base pay, subject to your normal withholdings ("Parental Leave Pay"). With Management's approval, you may use this bank of time in one day increments or consecutively within the first year of the birth/adoption event.

Policy

Birth Mothers, Adoptive Parents, and Fathers are eligible under this policy.

For Birth Mothers, Parental Leave time is in addition to Short Term Disability. Birth Mothers are eligible for 6-8 weeks of Short-Term Disability (subject to type of birth) and an additional six (6) weeks of Parental Leave pay.

Parental Leave eligibility is immediate at date of hire. There is no waiting period.

You will receive only Parental Leave Pay for actual time you are on Parental Leave when you otherwise would be working your scheduled shift. For example, in the case of adoption, if the adoption occurs on a Sunday, Parental Leave Pay will not be paid for that Sunday, unless it is a regularly scheduled workday for you. Similarly, if a holiday occurs on any of the days of the Parental Leave, you will not receive holiday pay in addition to Parental Leave Pay.

Parental Leave time is not eligible for Annual Bonus calculations.

Requesting Leave

[Additional Short-Term Disability Details & Process for Requesting Leave](#)