

Parental Leave

Purpose/Objective

CoreLogic will provide up to eight (8) weeks of Paid Parental Leave to employees following the birth of an employee's child, adoption, or foster placement of a child with an employee. The purpose of Paid Parental Leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child. The Paid Parental Leave must be taken within six (6) months of the child's birth, adoption, or placement and may be taken continuously or in minimum increments of two (2) weeks. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, and other state laws as applicable. The employee is responsible for communicating and coordinating with their direct leader; in advance, dates for Paid Parental Leave usage. This policy is in effect for births, adoptions or foster placements occurring on or after January 1, 2025.

Eligibility

Eligible employees must meet the following criteria:

- Have been employed with the company a minimum of 180 days prior to the start of the leave.
- Be a full time or part-time, regular employee (temporary employees and interns are not eligible for this benefit).
- Have become the parent of a child through birth, adoption, or foster placement.

Compensation, Amount, Time Frame and Duration of Paid Parental Leave

- Eligible employees will receive eight (8) full weeks of Paid Parental Leave following the birth, adoption, or foster placement of a child/children. The fact that a multiple birth, adoption, or placement occurs (e.g., the birth of twins or adoption or foster placement of siblings) does not increase the 8-week total amount of Paid Parental Leave granted for that event.
- The employee will be eligible to receive 8-weeks for each birth, adoption or placement event.
- The employee will not be eligible to receive 8 weeks of Paid Parental Leave more frequently than one time per year, on a rolling 12-month basis.
- The employee is responsible for communicating and coordinating with their direct leader; in advance, dates for Paid Parental Leave usage.
- Approved Paid Parental Leave is available within 6 months following the birth, adoption, or foster placement. For a birth parent, Paid Parental Leave is typically paid at the conclusion of the employee's maternity disability benefits.
- Paid Parental Leave is compensated at 100 percent of the employee's regular, straight-time weekly pay. Weekly base pay does not include overtime pay, bonuses, commissions, or any other forms of special or non-recurring compensation an employee may receive.

- Compensation while on leave for birth parent:
 - PTO Eligible:
 - Week 1: Option to use PTO or unpaid time.
 - Beginning Week 2: Payment through approved STD benefit will be provided through the 8th week following the birth of a child. The STD benefit will provide 100% replacement of base pay only during this time. *(This is based on the participant being approved by The Hartford for Short Term Disability benefits).*
 - Once STD ends, the employee is eligible for 8 weeks of leave at full pay under the Paid Parental Leave.
 - EPTO Eligible:
 - Week 1: The employee will receive 100% pay via Leave of Absence Compensation (LOA Comp).
 - Beginning Week 2: Payment through approved STD benefit will be provided through the 8th week following the birth of a child. The STD benefit will provide 100% replacement of base pay only during this time. *(This is based on the participant being approved by The Hartford for Short Term Disability benefits).*
 - Once STD ends, the employee is eligible for 8 weeks of leave at full pay under the Paid Parental Leave.
- Paid Parental Leave will be paid on a biweekly basis on regularly scheduled pay dates.
- Any unused Paid Parental Leave will be forfeited if not taken within 6-months following the birth, adoption, or foster placement.
- Upon termination of the individual's employment at the company, he or she will not be paid for any unused Paid Parental Leave for which he or she was eligible.

Coordination with Other Policies and Federal & State Regulations

- Paid Parental Leave taken under this policy will run concurrently with leave under the FMLA; thus, for any leave taken under this policy that falls under the definition of circumstances qualifying for leave due to the birth or placement of a child due to adoption or foster care, the leave will be counted toward the 12 weeks of available FMLA leave per 12-month period. All other requirements and provisions under the FMLA will apply. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
- An employee who takes Paid Parental Leave that does not qualify for FMLA leave will be afforded job and absence protection for the period that the employee is on Paid Parental Leave.
- After the Paid Parental Leave (and any short-term disability leave for employees giving birth) is exhausted, the balance of FMLA leave (if applicable) may be compensated through employees' accrued PTO until exhausted. Upon exhaustion of accrued PTO, any remaining leave will be unpaid leave. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
- This policy should not be read to limit any benefit in a manner insufficient to meet CoreLogic's obligations under the FMLA. Any leave to which an employee is entitled under the FMLA will be granted under CoreLogic's Family and Medical Leave Policy.
- The company will maintain all benefits for employees during the Paid Parental Leave period just as if they were taking any other company paid leave such as PTO. The employee will be

responsible for paying the employee premiums which will be subject to automatic payroll deduction.

- If a company holiday occurs while the employee is on Paid Parental Leave, such day will be charged to Paid Parental Leave pay.
- Paid Parental Leave (PPL) payments will be offset by amounts that you are eligible to receive from any state, municipality, or Company Paid Leave benefits so that you will not receive more than 100% of your base pay rate from the combination of such payments and Paid Parental Leave under this policy. If your state or municipal PFL benefit payment is equal to or greater than your weekly base pay rate (as described in the section titled "Compensation, Amount, Time Frame and Duration of Paid Parental Leave") you will not receive a Paid Parental Leave supplement from CoreLogic. Any offset will not result in an increased length of available Paid Parental Leave.
- Failure to apply for a state or municipality Paid Family Leave (PFL) benefits will not preclude eligibility for Paid Parental Leave supplemental compensation; however, it may result in a wage replacement shortfall equal to the amount available from the state or municipal benefit. For birth mothers, Paid Parental Leave can begin once any disability period ends or as required by applicable law.

Requests for Paid Parental Leave

- An employee will provide his or her leader and Human Resources Employee Services with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible) by creating a [Workday Help ticket](#).
- An employee must complete an absence request in the company's HR system "Workday" (<https://wd5.myworkday.com/corelogic/>) under the Absence Application by selecting leave of absence, then parental leave. The leave should also be added into the timesheet for the duration of the absence. Select the parental leave pay code.
- Employees not approved by The Hartford for FMLA will be required to submit documentation of birth or adoption. All employees must submit documentation of foster care placement.
- For short term disability benefits, the employee must report the leave to The Hartford by calling 888-437-8464 or filling out the request online at <https://abilityadvantage.thehartford.com>

Effective Date of Policy

- This policy is in effect as of January 1, 2025, and only for births, adoptions or foster placements occurring on or after January 1, 2025. Births, adoptions, or foster placements occurring prior to January 1, 2025, shall be subject to the CoreLogic policy that was in effect prior to January 1, 2025.

Interpretation

- CoreLogic has full, discretionary authority to interpret, modify, suspend, or terminate this policy, with or without advanced notice, at any time, subject to applicable law.