

# NOTICE TO EMPLOYEES

Paid Family Leave Insurance	36
Coverage Provided by:	

Lincoln Life & Annuity Company of New York

Covering Employees of:

Asphalt Materials, Inc.

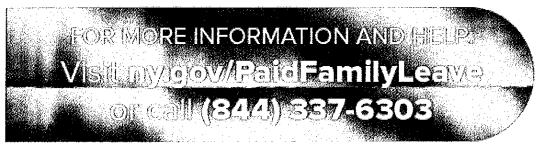
### Paid Family Leave is insurance that provides job protected paid time off to:

- Bond with a newly born, adopted, or fostered child
- Care for a family member with a serious health condition
- Assist loved ones when a family member is deployed abroad on active military service

#### How to File:

- Notify your employer at least 30 days in advance, if foreseeable, or as soon as possible
- Submit the Request for Paid Family Leave form to your employer
- Complete and attach the additional documentation as instructed on the request form and submit to the insurance carrier listed below

## Employers should NEVER discriminate or retaliate against anyone who requests or takes leave



You can get forms to take Paid Family Leave from

- Your employer,
- The insurance carrier below, or
- ny.gov/PaidFamilyLeave

Lincoln Life & Annuity Company of New York 120 Madison Street, Suite 1310 Syracuse, NY 13202-2802 1-800-210-0268

Policy #: GS4-890-LF1953-NY

Effective From: 01/01/2026

\_<sub>To:</sub> \_12/31/2026

Statutory

□ Under a Plan or Agreement

Class(es) of Employees Covered: All Employees Eligible Under The Law

#### NOTICE OF COMPLIANCE

PRESCRIBED BY THE CHAIR, WORKERS' COMPENSATION BOARD

THIS NOTICE MUST BE POSTED CONSPICUOUSLY IN AND ABOUT THE EMPLOYER'S PLACE OR PLACES OF BUSINESS.