



Paid Parental Leave – US

Primary Caregiver Certification

Date of Application: _____ Employee Number: _____

Employee Name: _____

Supervisor Name: _____

I hereby certify that I meet the following eligibility requirements under the Paid Parental Leave Policy: (See MyRioTinto/MyWork/Leave/Paid Parental Leave for more information on the Policy)

1. I will be assuming the principle role of providing care and attention to a child as a primary caregiver through birth or adoption. Please note: this policy does not cover employees who have child caretaking responsibilities via foster care, guardianship, being grandparents or otherwise related to the child, or similar (unless adoption applies), or who adopt a child who was already the employee's stepchild or the child of the employee's spouse.
2. I will be the only primary caregiver during the period for which I am requesting Paid Parental Leave; as there can be only one primary caregiver role at any one time. Where the primary and secondary caregiver both work for Rio Tinto, the 18 weeks Paid Parental Leave may be shared between them provided it is not taken at the same time and provided only one employee is the primary caregiver at any time. The maximum combined Paid Parental Leave per birth or adoption is 19 weeks, which may be allocated between the two employees as determined by the employees.

I understand that if eligible, any short term disability, State Disability and Family Medical Leave (FML) will run concurrent with this leave and that payment received by all benefits will not exceed 100% of my base wages. If I decide to leave my employment with Rio Tinto before returning from Paid Parental Leave, I understand that I will be required to repay the benefits already paid to me for parental leave. I certify that the above information is accurate and that providing a false statement on this application or otherwise in conjunction with my Paid Parental Leave will lead to disciplinary action up to and including termination.

Employee Signature

Date

Employee Printed Name