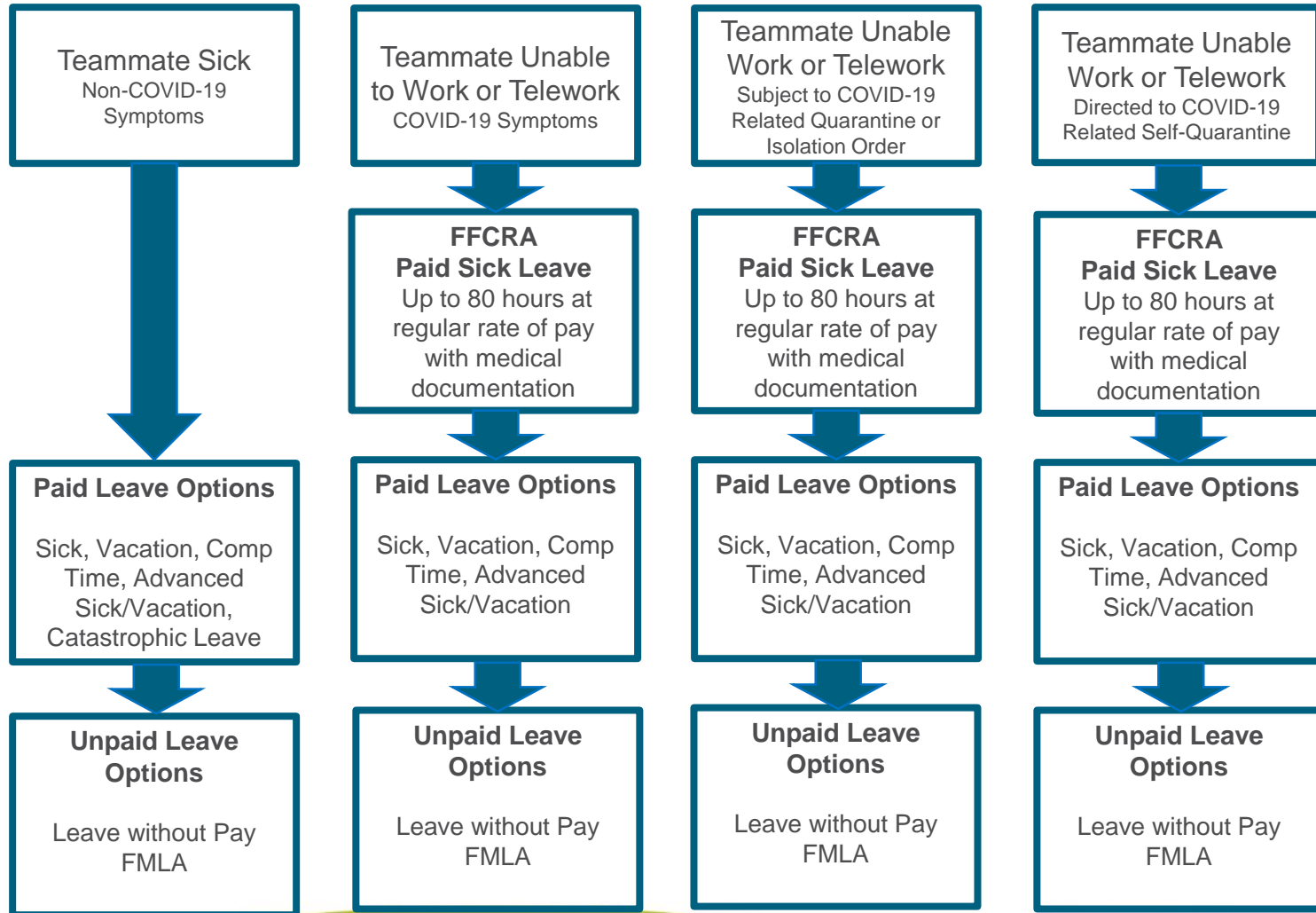
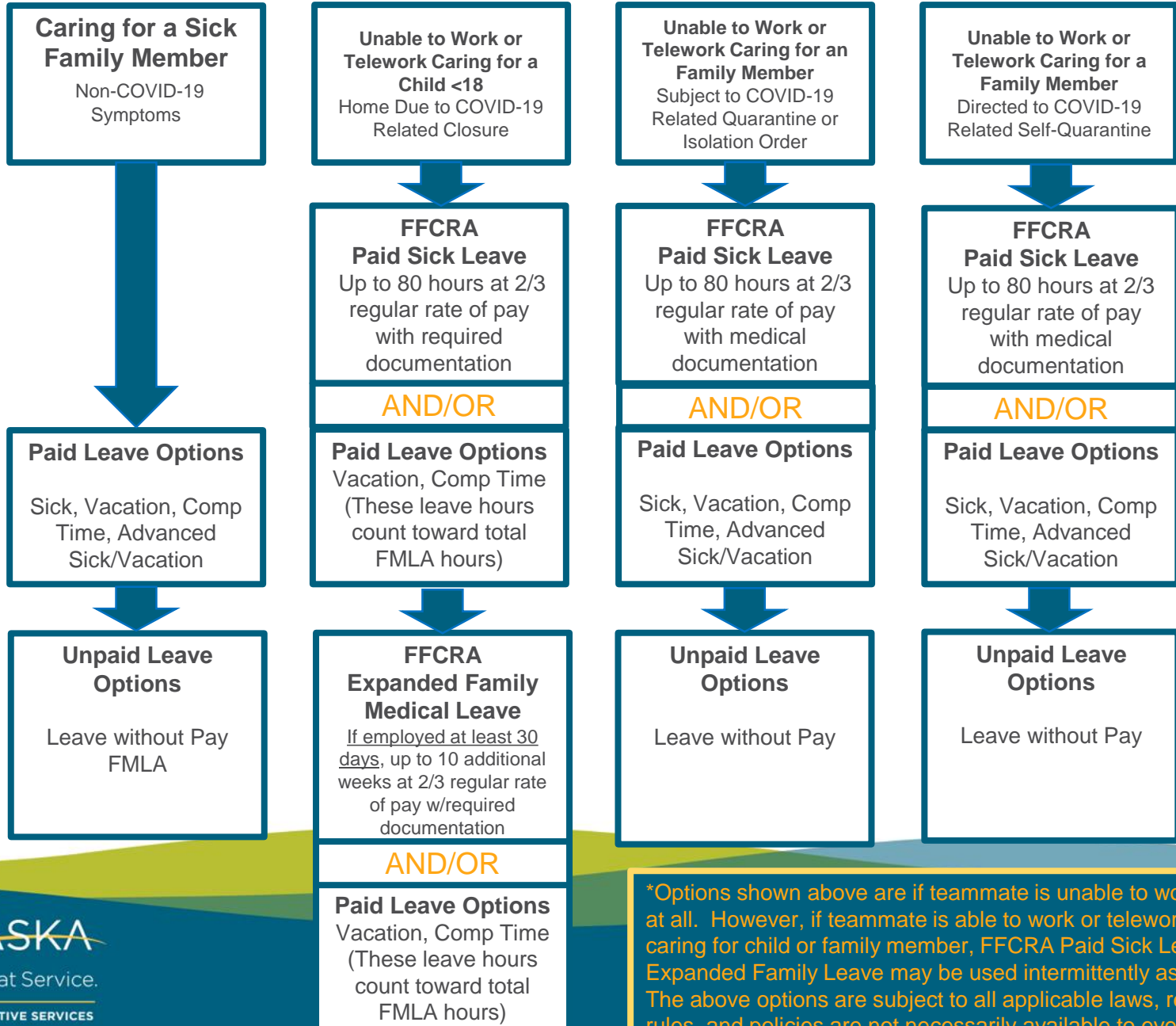


FFCRA Teammate Personal Care Options*



* Options shown above are if teammate is unable to work or telework at all. However, if teammate is able to do some remote work and/or telework during quarantine/isolation, FFCRA Paid Sick Leave and/or other leave options may be used intermittently. The above options are subject to all applicable laws, regulations, rules, and policies are not necessarily available to every individual.

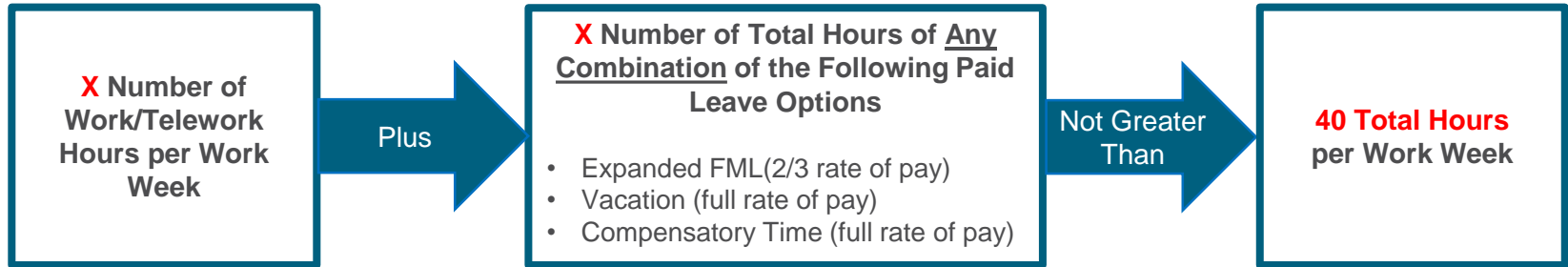
FFCRA Teammate Family Care Leave Options*



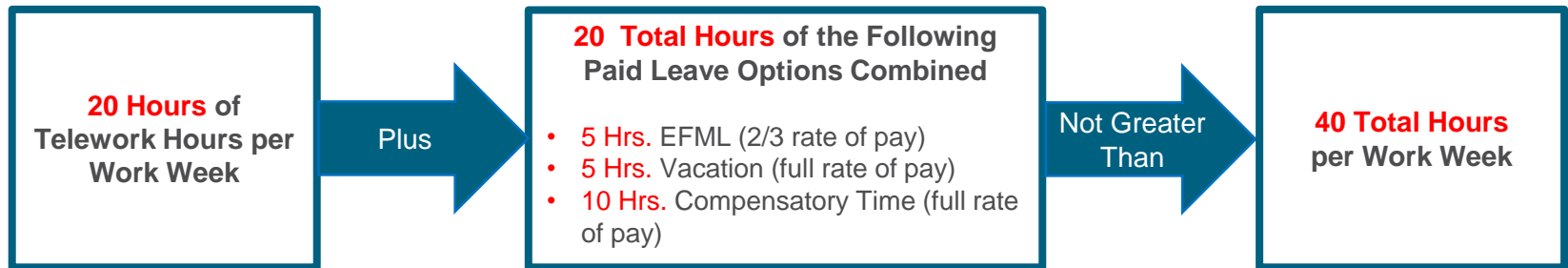
*Options shown above are if teammate is unable to work or telework at all. However, if teammate is able to work or telework when not caring for child or family member, FFCRA Paid Sick Leave and Expanded Family Leave may be used intermittently as appropriate. The above options are subject to all applicable laws, regulations, rules, and policies are not necessarily available to every individual.

FFCRA Expanded Family & Medical Leave Options Examples*

Options Equation for a FT Teammate



Example of FT Teammate Teleworking 20 hours per Work Week



NOTE: FMLA hours whether paid Expanded Family and Medical Leave, Vacation or Compensatory Time will need to be counted as hours toward the total FMLA hours allowed in a 12 month period. These hours need to continue to be tracked at the agency level using the same process agencies normally use for tracking FMLA. HR partners and supervisors in the agencies will need to ensure that when work time and leave hours are submitted for approval that the time worked plus any FFCRA and/or state leave options do not exceed 40 hours/week.

*Examples shown above are for a full-time teammate who is able to work or telework when not caring for child or family member using FFCRA Expanded Family Leave intermittently as appropriate. The above options are subject to all applicable laws, regulations, rules, and policies are not necessarily available to every individual.