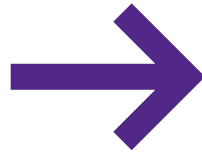


Families First Coronavirus Response Act (FFCRA) Paid Leave Entitlements
Emergency Paid Sick Leave (EPSL) and Emergency Family and Medical Leave Expansion Act (EFMLEA)

Reason for Leave

- Employee is subject to quarantine or isolation order related to COVID-19 (Federal, State or Local)
- Employee advised by a healthcare provider to self-quarantine related to COVID-19
- Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis

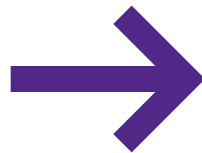


EPSL
All Employees

- up to 80 hours at regular rate of pay**
- Pro-rated for part-time employees

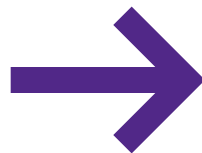
EFMLEA
Any employee who has been on payroll at least 30 days

- Employee is caring for an individual subject to a quarantine or isolation order (Federal, State or Local) related to COVID-19 – OR – an individual that has been advised by a healthcare provider to self-quarantine related to COVID-19
- Employee is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services

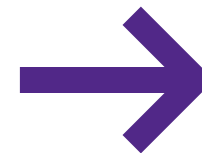


- Up to 80 hours at 2/3 regular rate of pay**
- Pro-rated for part-time employees

- Employee is caring for their own child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19



- Up to 80 hours at 2/3 regular rate of pay**
- Pro-rated for part-time employees



- Up to 10 weeks^ at 2/3 regular rate of pay**
- Pro-rated for part-time employees

**Maximums may apply

^Included in total FMLA entitlement of 12 weeks