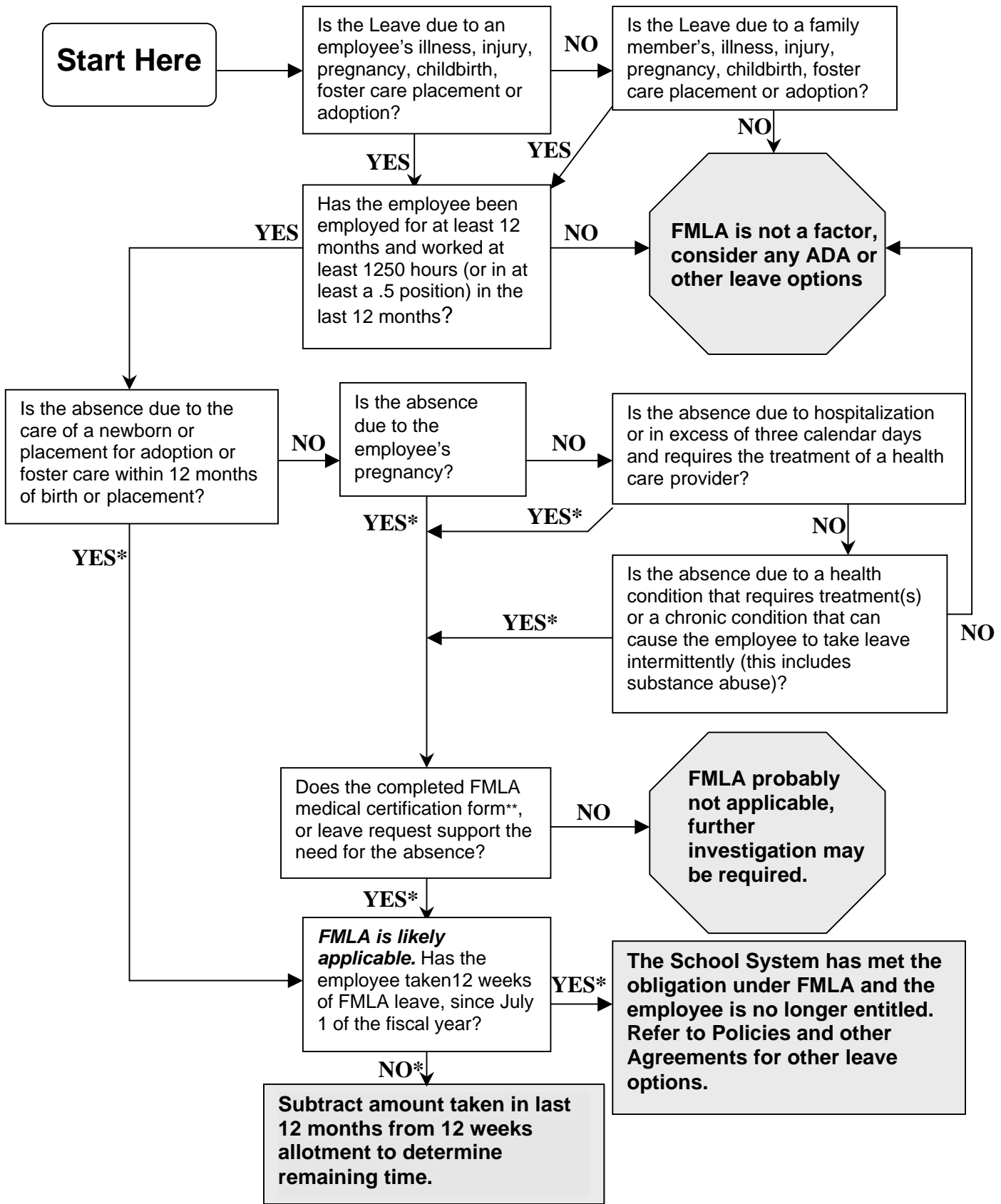


FMLA Decision Tree



*** If any of these apply, please inform the Benefit Compliance Officer.**

** Note that Family and Medical Leave Certification Forms should be kept confidential at all times and must be submitted to Human Resources.