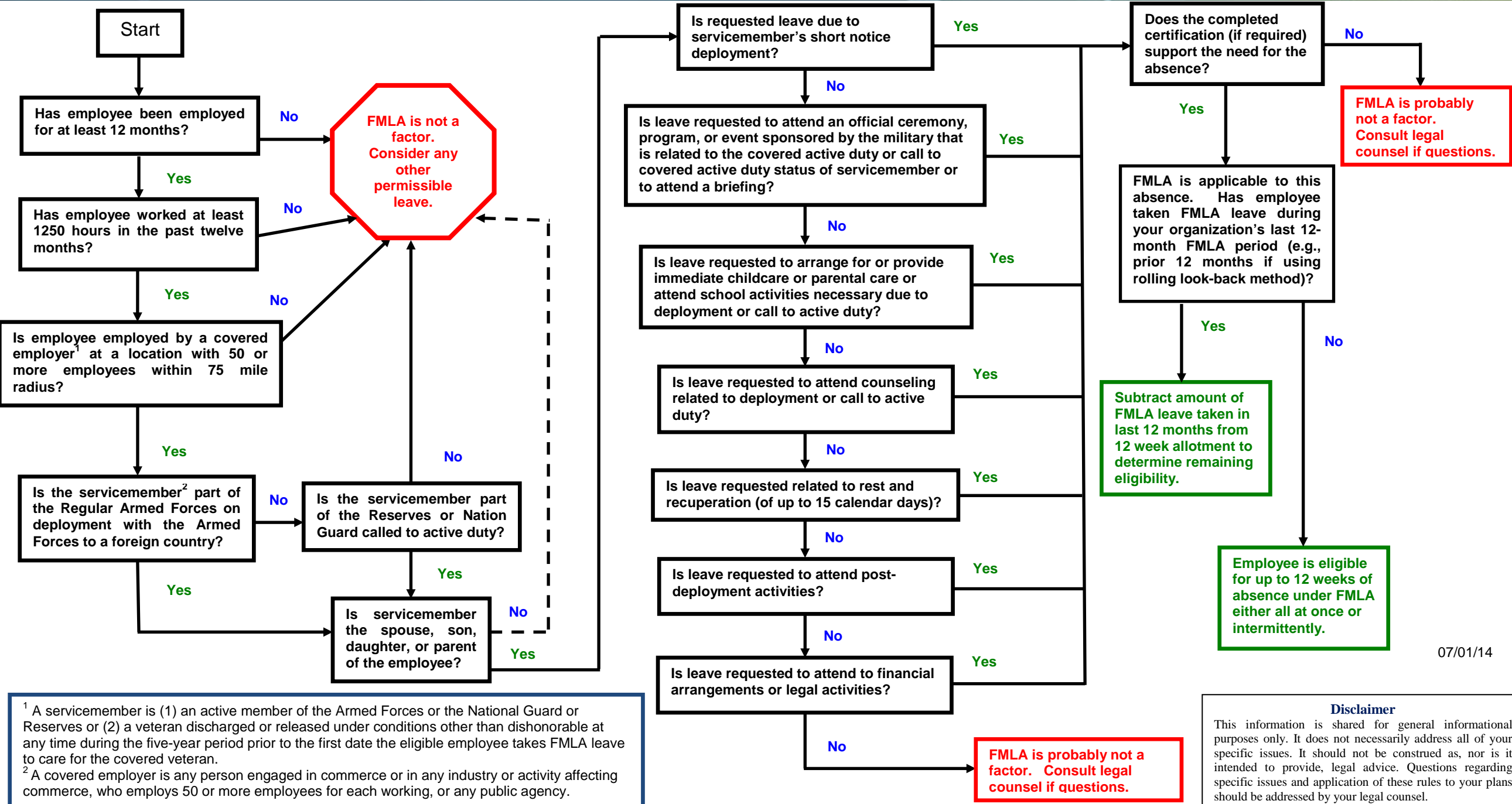


Federal Qualifying Exigency FMLA Decision Tree

For Qualifying Exigency Leave Events
(See Reverse Side for Military Caregiver Leave)



¹ A servicemember is (1) an active member of the Armed Forces or the National Guard or Reserves or (2) a veteran discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran.

² A covered employer is any person engaged in commerce or in any industry or activity affecting commerce, who employs 50 or more employees for each working, or any public agency.

Disclaimer
This information is shared for general informational purposes only. It does not necessarily address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues and application of these rules to your plans should be addressed by your legal counsel.