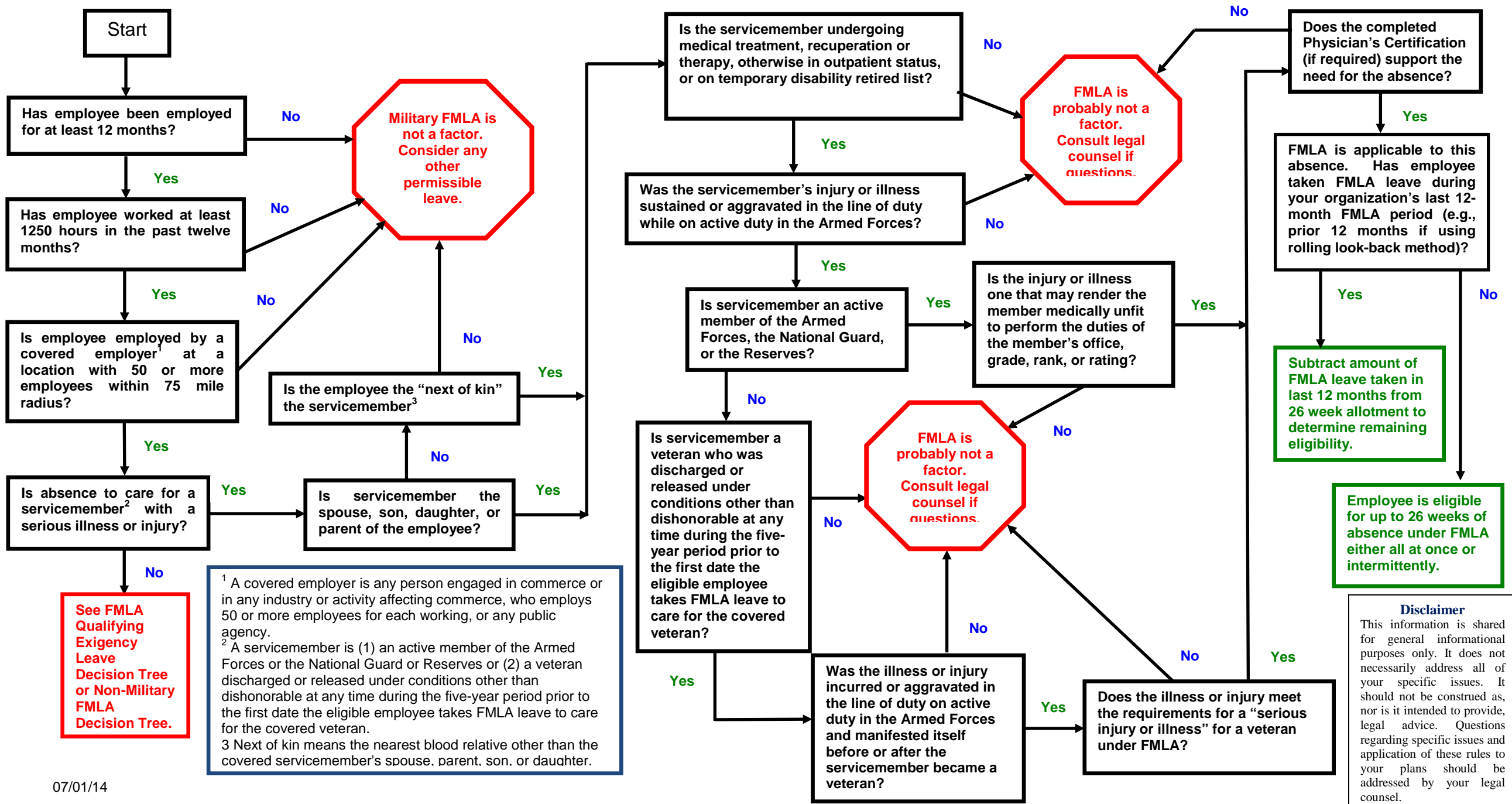


# Federal Military Caregiver FMLA Decision Tree

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



<sup>1</sup> 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.  
<sup>2</sup> 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.  
<sup>3</sup> Next of kin means the nearest blood relative other than the covered servicemember's spouse, parent, son, or daughter.

**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.