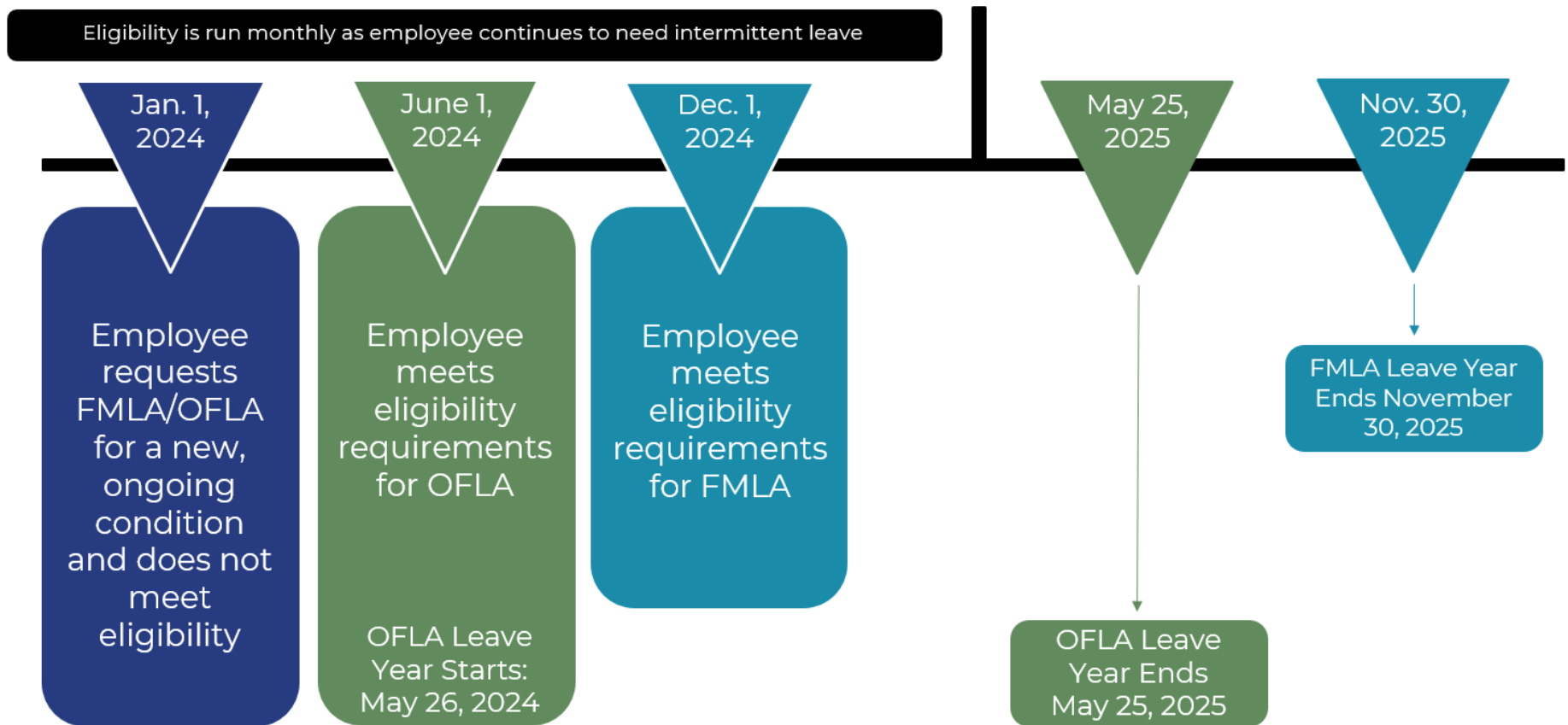
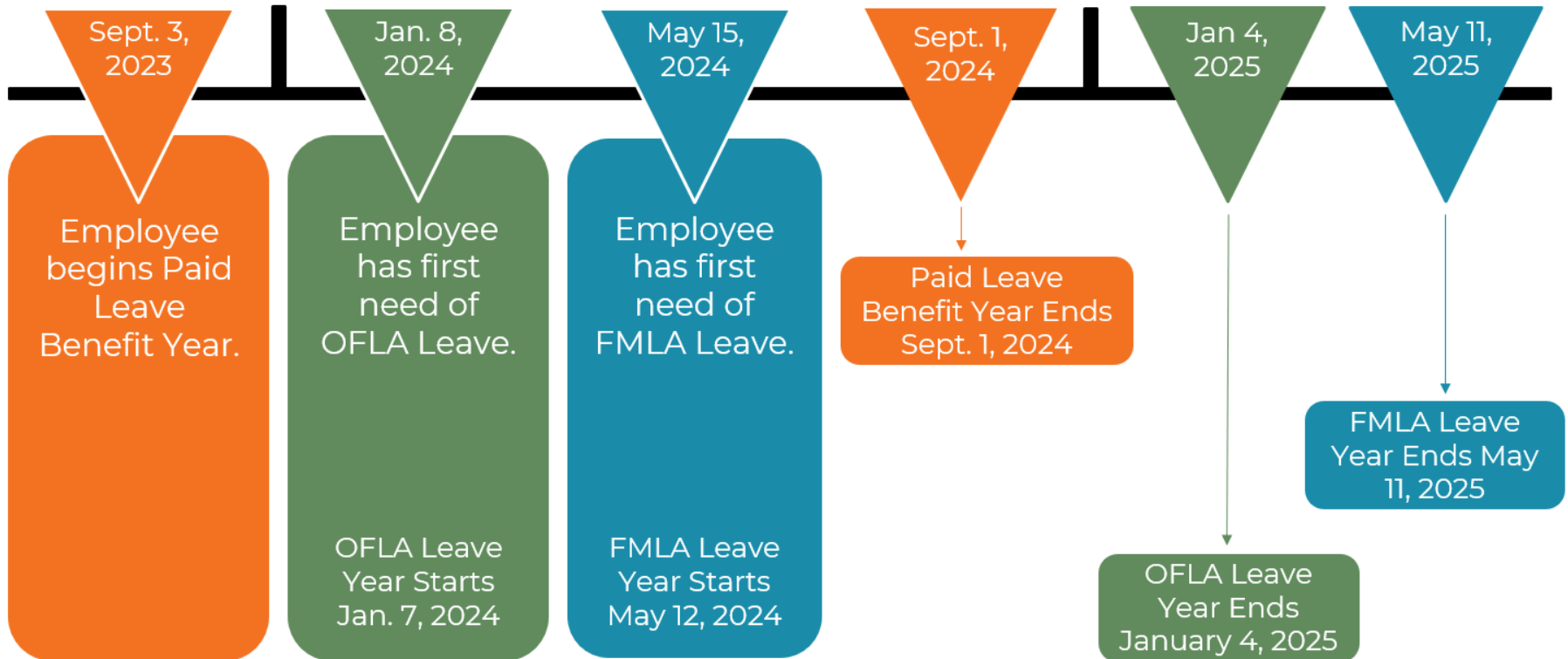


**LEAVE YEAR:** 52 weeks beginning the Sunday immediately preceding the first day of leave.

- Employee requests FMLA/OFLA for a new ongoing condition on January 1, 2024 and does not meet eligibility. Eligibility is run monthly as employee continues to need intermittent leave. Employee meets eligibility for OFLA on June 1, 2024. The OFLA leave year starts May 26, 2024. Employee may use up to 12 weeks of leave for this condition and any new condition through May 25, 2025. Employee is then eligible for FMLA on December 1, 2024. The FMLA leave year begins December 1, 2024 and ends November 30, 2025.



2. Employee begins Paid Leave benefit year September 3, 2023. The Paid Leave benefit year ends September 1, 2024. Employee has the first need for OFLA leave on January 8, 2024. The OFLA leave year starts January 7, 2024 and ends January 4, 2025. Employee has first need for FMLA qualifying leave May 15, 2024. The FMLA leave year starts May 12, 2024 and ends May 11, 2025. The employee may not use more than 16 weeks (18 for pregnancy disability) of any combination of Paid Leave and OFLA in the Paid Leave benefit year.



**The amount of leave in any combination of Paid Leave and OFLA that can be used in a Paid Leave benefit year is 16 weeks (18 weeks for pregnancy disability).**