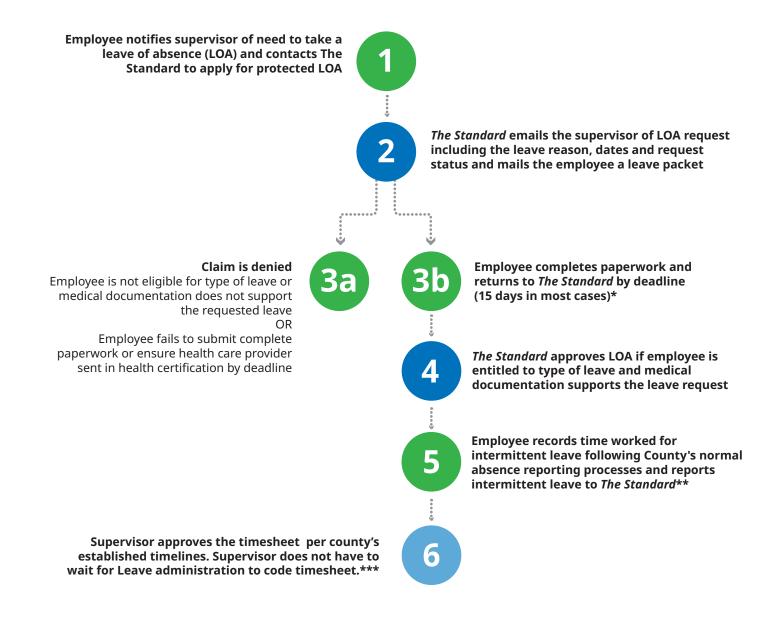


Leave of Absence Process



Please note: This is a general overview of the process and does not reflect all steps in the process.

Employee

The Standard (third party administrator for employee leaves)

Supervisor

^{*}Employee sends accrual election form to Leave Administration if employee chooses to use accruals

^{**}Employee reports any changes in LOA to The Standard and their supervisor

^{***}Leave Administration adds protected leave codes to timesheets