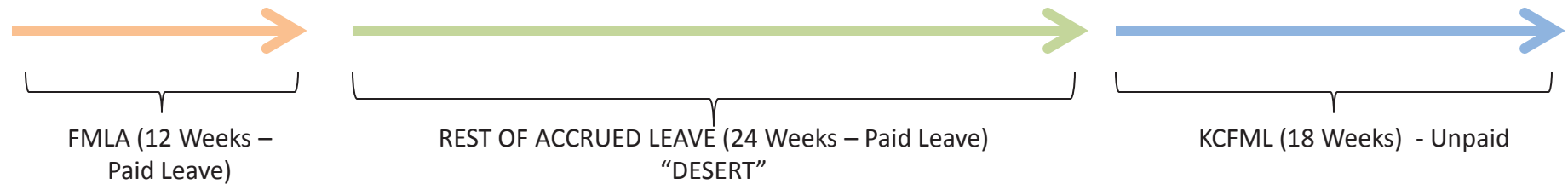


Current State

*Example for employee with 36 weeks of accrued leave

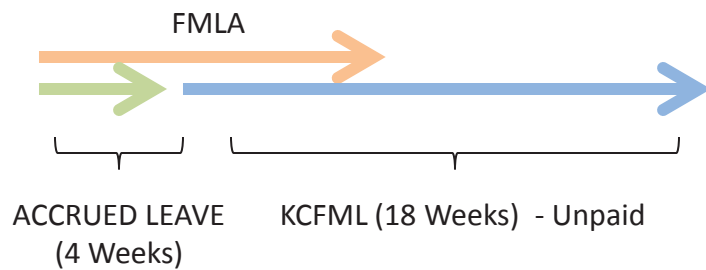
- Total of 54 weeks
- “Desert” is unprotected leave



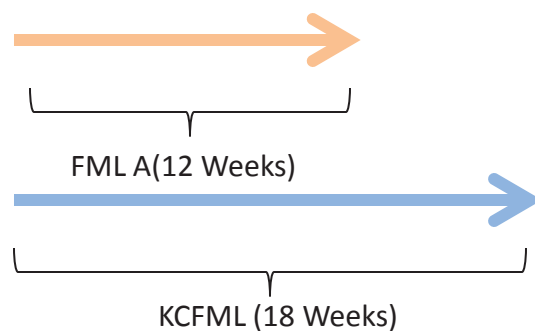
Current State

*Example for newer employee with only 4 weeks of leave

- Total of 22 weeks
- KCFML starts as soon as accrued leave has been exhausted



Proposed Future State: Run FML and KCFML Concurrently



- Total of 18 weeks protected leave , regardless of tenure or accrual bank
- Leave can be paid or unpaid, depending on accruals
- Employee can continue to use accrued leave after protected period has expired or – if accrued leave has been exhausted - can be approved for an accommodation for additional protected leave if we know they are returning to work