



Fischer Homes Leaves of Absence Guide

Type of Leave	When Is This Leave Used?	Eligibility Requirements	Maximum Length of Leave	Potential Compensation While Away*
Family Medical Leave Act (FMLA)	<ol style="list-style-type: none"> 1. Birth or adoption of a child 2. Placement of a child in foster care 3. A serious health condition that makes the Associate unable to perform his/her job 4. To care for a spouse, child, or parent who has a serious health condition 5. Qualifying exigencies related to the deployment of a military member where the Associate's spouse, child, or parent is a covered military member on active duty 	<ol style="list-style-type: none"> 1. Worked for Fischer Homes for at least 12 months 2. Worked 1,250 hours in the 12 months immediately preceding the start of leave 	12 weeks	May supplement with inclusive leave, disability benefits, or personal time off
Inclusive Leave	<ol style="list-style-type: none"> 1. FMLA covered event 2. Associate meets FMLA requirements except time/hours 	<ol style="list-style-type: none"> 1. Associate meets FMLA requirements: 3 weeks 2. Associate meets FMLA requirements except time/hours: 1 week 	<ol style="list-style-type: none"> 1. 1-3 weeks 2. Minimum: 3 days 	100% of base pay
Parental Leave	<ol style="list-style-type: none"> 1. Associates that give birth may use inclusive leave, disability benefits, and/or personal time off to supplement all or part of their income during time off 2. Non-birth parents may use inclusive leave or personal time off to supplement their income 	<ol style="list-style-type: none"> 1. All Associates may use up to 12 weeks of unpaid FMLA leave if eligible 2. Birthing Associates may take up to 6 weeks of short-term disability if delivery is normal and up to 8 weeks if delivery is by Caesarian 	12 weeks	May supplement with inclusive leave, disability benefits, or personal time off

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Bereavement Leave	To attend to family matters for the loss of a parent, spouse, child, sibling, grandparent, grandchild, or corresponding in-laws	Full-time	3 days	100% of base pay
Jury Duty	1. Associate will miss time for jury duty 2. If the absence of an Associate will cause undue hardship to his/her department, it is the responsibility of the Associate to contact the appropriate authorities to ask for a delay in jury duty	1. Full-time 2. Associate must provide proof of summons 3. Associate is expected to return to work if excused from jury duty during regular working hours or released earlier than expected	Length of jury duty	1. 100% of base pay 2. Hours paid during jury duty do not count for overtime
Military Leave	Associates have rights under the Uniformed Services Employments and Reemployment Rights Act (USERRA)	1. Full-time 2. Active military duty members or reservists of the Armed Forces	Varies	Varies
Short-Term Disability	Associate is unable to work due to illness or injury	Full-time	13 weeks or 90 days	60% of base pay
Long-Term Disability	Associate is still unable to return to work after short-term disability ends	Full-time	1. After short-term disability ends 2. Case-by-case	60% of monthly pay up to \$10,000 per month
Workers' Compensation	Associate is injured in the course and scope of his/her employment	Case-by-case	Case-by-case	Case-by-case

*Associates in sales: please contact benefits@fischerhomes.com to learn more about your compensation while away.