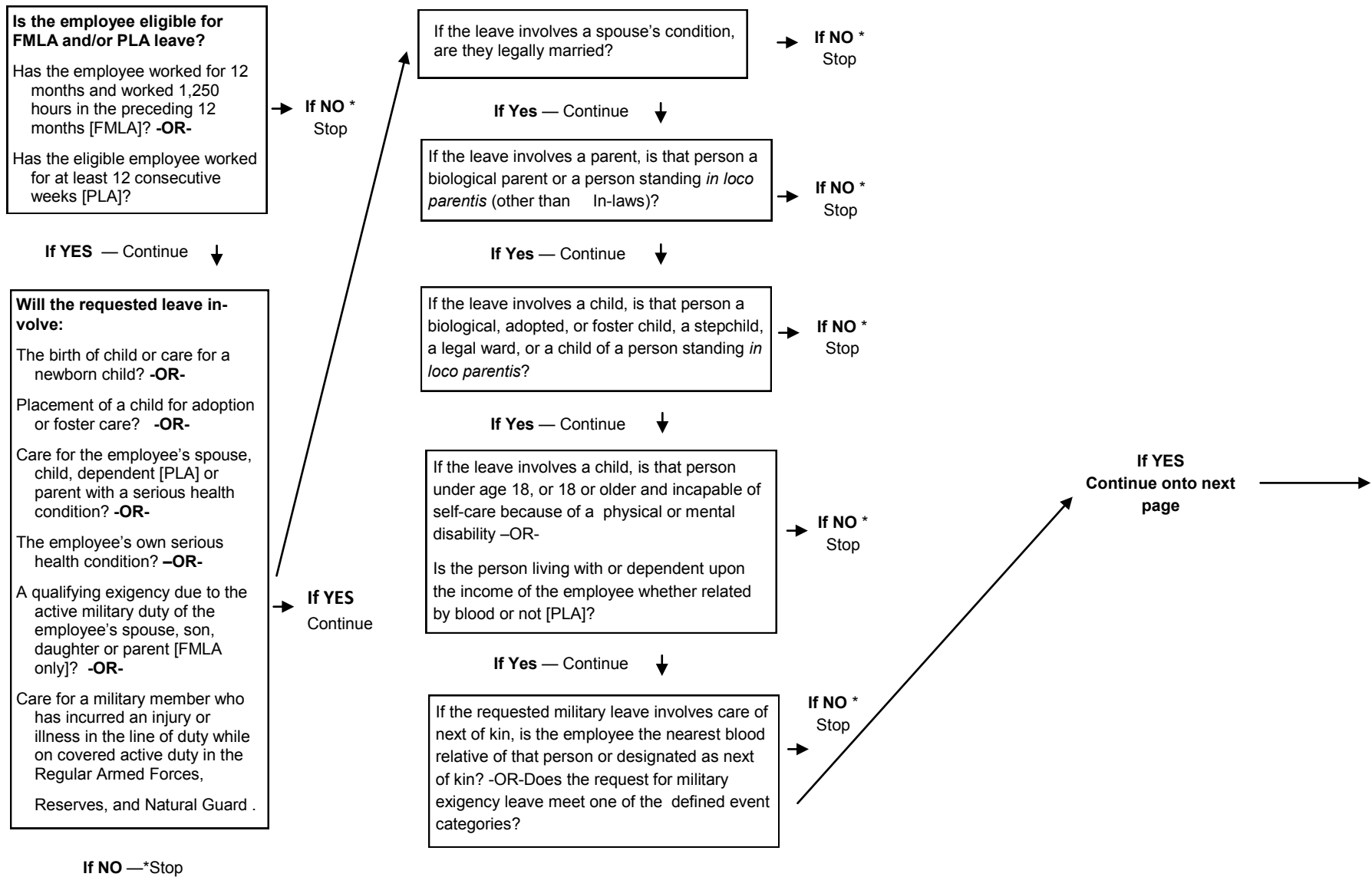
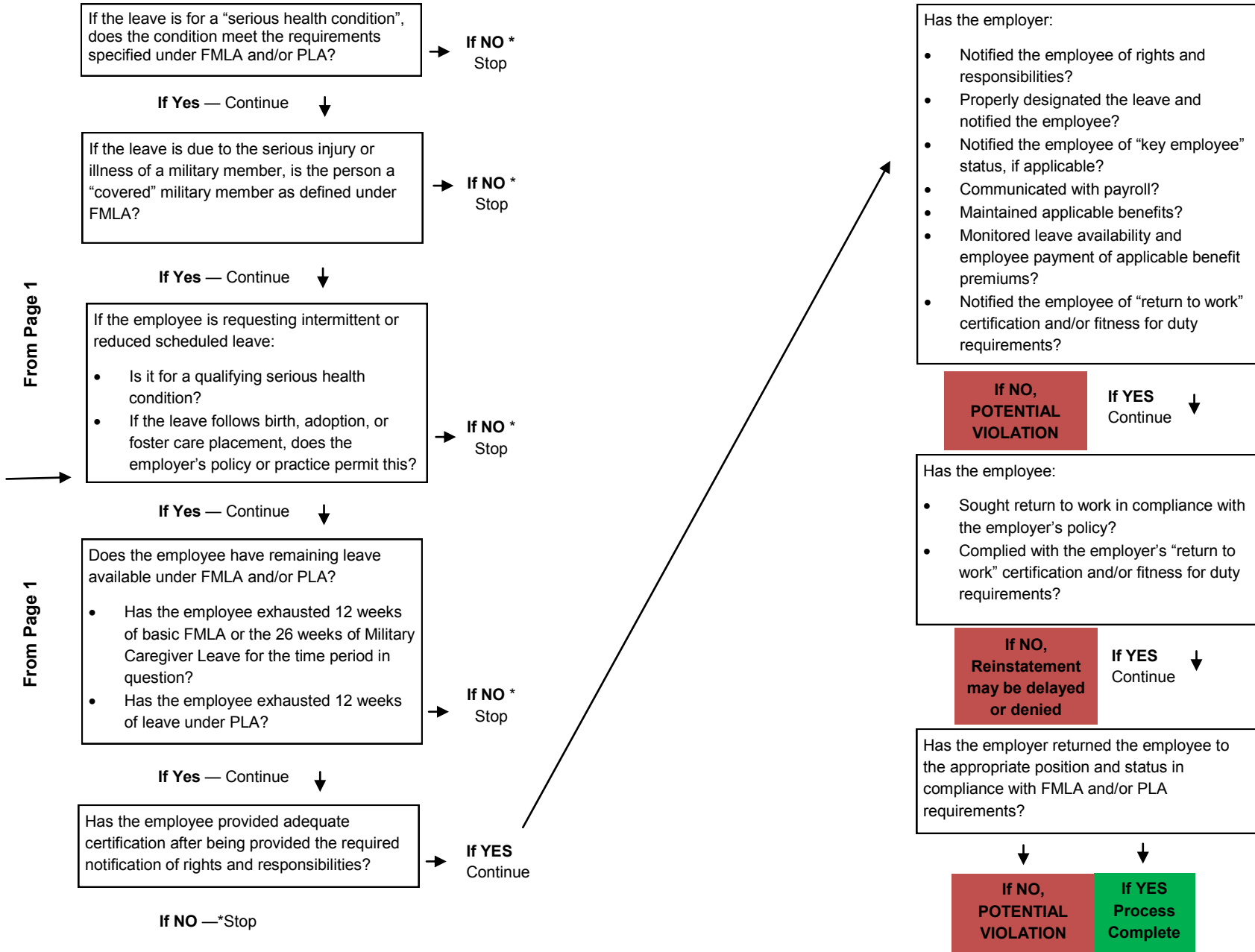


FEDERAL FAMILY AND MEDICAL LEAVE ACT (FMLA) & WEST VIRGINIA PARENTAL LEAVE ACT (PLA) DECISION MAKING FLOWCHART



* The employee is not eligible for PLA and/or FMLA but may qualify for medical and/or personal leave of absence without pay as provided in the Division of Personnel's Administrative Rule, workers compensation, and/or disability discrimination laws.



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