



## Parental Leave/ FMLA

All employees are considered for parental leave upon hire. Despite length of employment and even if the state the employee works in does not have specific parental leave qualifications, we consider and provide accommodations to all employees for parental leave. As of December 31, 2019 we have 12,016 male employees and 3,068 female employees.

Total number of employees that took parental leave, by gender\*:

Male: 104

Female: 78

Total number of employees that returned to work in the reporting period after parental leave ended, by gender\*:

Male returned to work: 104

Female returned to work: 78

Total number of employees that returned to work after parental leave ended, that were still employed 12 months after their return to work, by gender\*:

Male still employed: 85

Female still employed: 74

Return to work and retention rates of employees that took parental leave, by gender\*:

Male returned to work rate: 100%

Female returned to work rate: 100%

Male retention rate: 81.7%

Female retention rate: 94.8%

\*Figures are annualized based on data through end of October 2019. Data provided may not be inclusive of all cases of parental leave and is a good faith effort to report based on information available to employer.