

EXHIBIT 1**Examples of Offset/Catch-up Scenarios**

This grid shows what happens when an employee is placed on/returned from a leave of absence (seasonal leave-without-pay, a leave of absence, or layoff) in one pay period. All pay is through production.

The **1st** column shows what would happen if the process analyzes only that action. The **2nd** column shows what would happen if only that action was analyzed. The **Overall** column shows what needs to be done if both the 1st & the 2nd are looked at together. The system processes contributions based only on the LAST action, so sometimes the last action result is not correct as shown below in the bolded lines.

DN	Do Nothing	LS	Start LOA
OFF	Enter an offset	LR	Return LOA
TAKE	Take an additional contribution		

	LS	1st	LR	2nd	Overall
Same Pay Period	10/04	DN	10/14	OFF	DN
Same Pay Period	10/18	OFF	10/28	DN	DN
Same Month	10/04	DN	10/28	DN	DN
Different Month	10/28	OFF	11/05	OFF	OFF
	LS	1st	LR	2nd	Overall
Same Pay Period	10/04	OFF	10/14	DN	OFF
Same Pay Period	10/01	TAKE	10/14	DN	TAKE
Same Pay Period	10/18	DN	10/28	OFF	OFF
Same Month	10/28	DN	11/05	DN	DN

Additional Month of Coverage

KK Layoff
 SU Layoff and to SLWOP

	Actual	Eligible thru 11/30
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	LS	Program	10/15	10/31	11/15
Additional Coverage	10/04	DN	DN	TAKE	TAKE
	10/21	OFF		TAKE	TAKE