

EXHIBIT F

Modified Work Agreement

PURPOSE:

This program is established to provide employees who are out on Weekly Disability Income (WDI) or Workers' Compensation the opportunity to continue wage earnings by performing alternative, productive, temporary work that they can perform safely and effectively until they are released to return to their full job assignment or another permanent job.

AGREEMENT:

- A. Restrictions, along with expected duration, will be identified by employee's treating physician and communicated in writing to Health Services.
- B. The employee's treating physician and Health Services will make the determination whether or not an employee is eligible for the Modified Work Program. The final decision regarding program eligibility will be made by Health Services. If, however, there remains disagreement, an independent evaluation may be requested.
- C. It is the employee's responsibility to keep Health Services advised if/when restrictions are updated.
- D. Health Services will contact employee's asset to determine if work within the restrictions is available. If there are no opportunities, other assets will be contacted.
- E. The rate of pay for employees in the Modified Work Program will be their permanent rate for actual hours worked. For those on Workers' Compensation, the actual weekly Workers' Compensation earnings will be determined by Workers' Compensation law.
- F. No employee will be forced to move to accommodate an employee on modified work.