



E06. Family Friendly (see Medical Leave of Absence section)

Ambient Energy is a family friendly organization. Positive flexible work arrangements are focused on the employee being able to request, and working with the employer, to adjust the start and end time of the regular work day to accommodate family situations while still working the normal number of hours. Ambient Energy provides a 12 weeks of employment protected maternity leave, 12 weeks of employment protected paternity leave and 10 weeks of employment protected parental leave. Ambient Energy also provides Flexible Work Arrangements including non-standard hours, and telecommuting from 2 days per week up to 3 days per week during the first 6 months after a baby is born or adopted for a father or mother.

A handwritten signature in blue ink that reads "Renee Azerbegi". The signature is written in a cursive style and is positioned above a horizontal line.

Renee Azerbegi, Principal