

*evolveEA seeks to be a family-friendly employer that facilitates workers having a balanced family-life and work-life. To this end it offers, on employee request, scheduled work flextime and the possibility of working away from the worksite or telecommuting at times.*

*To encourage the balancing of family and work during the special occasion of adding a new family member, full time employees may be granted one week (5) paid days of parental leave after the birth or adoption of a child. This is in addition to any PTO that may be available. The Parental Leave must be taken within three months of the birth or adoption. This benefit is available after one year of full time employment.*

*For full time employees, evolveEA allows 12 weeks of employment protected maternity leave and 2 weeks employment protected paternity leave. There are no paid benefits attached to this circumstance. This benefit is available after one year of full time employment.*

*In the case of a sick child that would cause an employee to take a leave of absence, evolveEA allows 10 weeks employment protected parental leave. There are no paid benefits attached to this circumstance. This benefit is available for one instance per child. This benefit is available after one year of full time employment.*