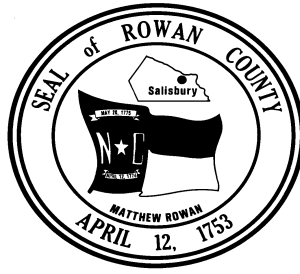


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### **STATEMENT OF UNDERSTANDING**

The Family and Medical Leave Act of 1993 entitles eligible employees to a total of 12 workweeks of leave during any 12 month period. While using this leave, Rowan County will continue the employee's individual health insurance coverage for a maximum of 12 weeks only. (The employee continues to pay the premiums for any covered dependents). If leave extends beyond the eligibility period, the employee will be required to pay for their individual coverage along with any dependent/family coverage they have.

I understand that if I do not return to work at the end of the leave period or if I return to work for less than 30 days and subsequently resign, I am required to repay Rowan County for any individual premiums they paid on my behalf while I was using unpaid leave.

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Signature

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Date