Northern Trust would like your help regarding time off policies and Ebola. Please answer the following question:

With regards to time off policies, is your company currently doing anything with regard to how to manage an employee’s time if someone needs to observe a 21 day quarantine for Ebola?

*Dana Friedman-Graham, Northern Trust, November 18, 2014*

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<thead>
<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENTS</th>
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| **Allstate**
Elvia Herrera
Elvia.Herrera@allstate.com | At this time Allstate is not making changes to the Time Away From work policy in regards to Ebola. |
| **Chubb**
Julie Flores
julieflores@chubb.com | At Chubb, the appropriate parties (e.g., Business Continuity team) are keeping updated on the matter, but to my knowledge, no time-off requests have come up. |
| **Deere & Company**
Gail Henderson
HendersonGailW@johndeere.com | We do not have a formal policy. If possible we would typically provide Paid time off or the option to telework. |
| **Herman Miller**
Kim Smit
kim_smit@hermanmiller.com | For Herman Miller it would qualify under FMLA so we would use those guidelines. We have not yet considered whether we would pay them. |