

General FAQs Regarding Unemployment

Important: This information is based on information currently available to the Company. In all circumstances, the applicable state or federal agency -- and not the Company -- makes all decisions regarding your eligibility for unemployment compensation benefits and the amount (if any) of those benefits.

Q. If I am furloughed or on a reduced pay/reduced work schedule, can I apply for unemployment?

A. Yes, anyone can apply for unemployment, and you may be entitled to unemployment benefits if your gross pay is below the weekly base benefit maximum for your state. The federal government also has passed a new law, the CARES Act, that provides Federal Pandemic Unemployment Compensation in addition to state unemployment benefits.

Q. Is there a waiting period before I can start collecting unemployment benefits?

A. Usually there is a one-week waiting period, but most states have already either waived that waiting period. The CARES Act also provides funding to all states that permits waiver of any waiting period.

Q. For how many weeks does unemployment last?

A. Most states only permit unemployment for 26 weeks, but under the federal CARES Act, state unemployment benefits have been extended to up to 39 weeks. Some states have extended benefit periods as well. Also, the CARES Act provides qualifying employees with an additional \$600 of unemployment assistance per week until July 31, 2020.

Q. Is there a maximum amount of benefits that I can receive from unemployment?

A. Yes. Many states are revisiting and generally increasing the amount of unemployment pay available.

Q. What are the requirements to prove I am eligible for the state unemployment benefit? Do I have to actively be looking for work?

A. Normally, you would have to be actively looking for work to receive benefits. However, many states have waived these kinds of requirements to receive state benefits. Many states also would disqualify employees who have quit, but these rules are also changing when it comes to the COVID-19 pandemic. In general, if you are out of work through no fault of your own, you may be eligible for unemployment benefits. There is no penalty associated with applying for benefits even if you do not qualify, provided the information you provide is accurate and that you honestly report your earnings and work situation.

Q. How do I contact unemployment in my state?

A. We believe that each state's unemployment assistance provider should have a website with additional information regarding coverage and applicability. This should be easily accessible through an internet search. To assist our employees, we have created state-specific FAQs for several of the states where our employees reside. The following states have state-specific FAQs with more detailed information:

- California
- Connecticut
- Georgia
- Illinois
- Maryland
- Michigan
- New Jersey
- New York
- Texas