

February 26, 2020

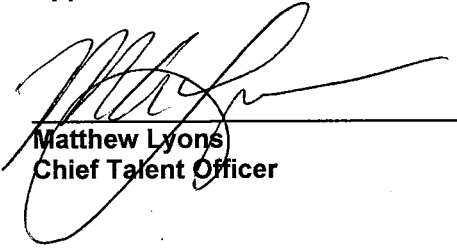
**AMEND BOARD RULE 4-14(b) ON AN INTERIM FINAL BASIS WITH RESPECT TO
BEREAVEMENT LEAVES**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Board hereby amend Board Rule 4-14(b) as set forth below on an interim final basis

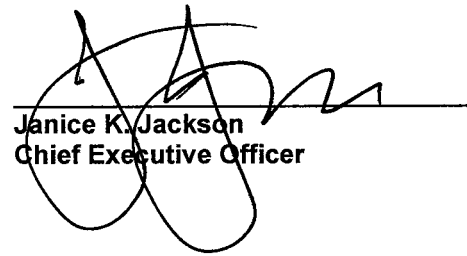
and determine any permanent change after the public comment period. Board Rule 4-14 (b) was

Approved for Consideration:



Matthew Lyons
Chief Talent Officer

Approved:



Janice K. Jackson
Chief Executive Officer

Approved for Consideration:

Approved as to Legal Form: 