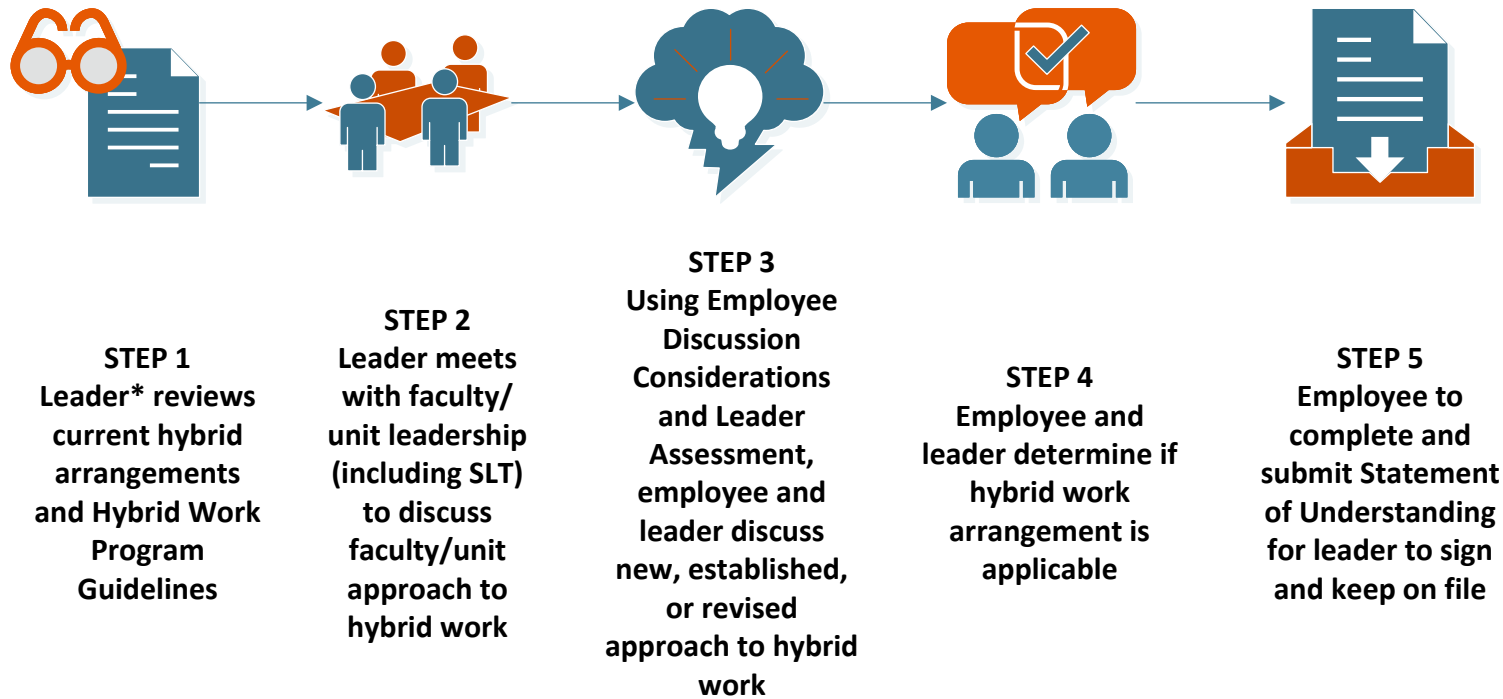


# Hybrid Work Program – Steps for Leaders



*\*Leader is defined as the employee's reports to manager*