



Leave Management  
P.O. Box 29781, MAC S4101-103  
Phoenix, AZ 85038-9781  
Phone: 1-877-HRWELLS (1-877479-3557)  
Fax: (866) 840-4887  
Email: leavepr@wellsfargo.com

Earl Herr  
11319 East Quartet,  
Mesa, AZ 85212

05/12/2009

### Denial of Leave Request

Dear Earl:

We're unable to approve your leave of absence due to the following reason(s):

- The *Medical Certification Form* was not received. The letter previously sent to you stated the form was due within 15 days of this date. It is now past that time and you are considered to be on an unapproved leave effective 04/15/2009.
- The information submitted by your health care provider does not support the *Active Treatment* definition under our Medical Leave policy. You must be under the active care of an approved health care provider and be receiving appropriate care and treatment for your health condition throughout the duration of your leave. Since you have not met the policy criteria, you are considered to be on an unapproved leave effective 04/15/2009.
- The information submitted by your health care provider does not support incapacitation and the inability to perform some or all of your job functions. Since the health care provider did not certify your inability to perform some or all of your job functions, you are considered to be on an unapproved leave effective 04/15/2009.
- The health care provider noted that your family member does not have a serious health condition that requires care. Since the health care provider did not certify the condition as being serious, you are considered to be on an unapproved leave effective 04/15/2009.
- The form was completed for a family member who does not satisfy the definition of a qualified family member as designated in the *Handbook for Wells Fargo Team Members*, therefore you are considered to be on an unapproved leave effective 04/15/2009.
- The health care provider noted that you do not have a serious health condition. Since the health care provider did not certify the condition as being serious, you are considered to be on an unapproved leave effective 04/15/2009.
- Your health care provider noted that you have/ are not compliant with treatment recommendations. Under our Medical Leave policy, you must be receiving appropriate care and treatment for your health condition and are expected to be compliant with all treatment recommendations. Since you have not met the policy criteria, you are considered to be on an unapproved leave effective 04/15/2009.



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Your manager/supervisor has been notified that you're considered to be on an unapproved leave as of 04/15/2009. Please contact your manager/supervisor regarding your status. Failure to do so may result in termination of your employment for an unapproved leave.

Sincerely,  
Lorraine Suell  
Wells Fargo Leave Management

cc: George Seto, S4005-021