

## FREQUENTLY ASKED QUESTIONS



In response to Cox Auto furlough, the CERF board has approved an **expansion of eligible hardships and expenses to cover one time assistance caused by the furlough.**

The additional criteria are effective through **Sept 1<sup>st</sup>**.

Question	Response
<b>Am I eligible for Cox Employee Relief Fund (CERF) assistance during the furlough?</b>	Yes, both part-time and full-time employees are eligible to request Cox Employee Relief Fund (CERF) assistance during the furlough.
<b>What is the maximum amount of Cox Employee Relief Fund (CERF) assistance available?</b>	CERF provides assistance up to \$12,500. However, the final approved amount is decided by the CERF committee and is based on the supporting documentation submitted.
<b>Which family members does the Cox Employee Relief Fund consider as eligible immediate family?</b>	Cox Employee Relief Fund (CERF) considers the employee, their spouse/domestic partner, minor children up to age 18 (up to age 26, if covered by health insurance) and other dependents for which the employee is 100% financially responsible as eligible, immediate family. Typically, immediate family members are those who can be covered by the employee's insurance. Parents, grandparents or other relatives are not considered dependents unless the employee can show they are financially responsible for that relative (i.e., copy of most recent tax return showing dependents, proof of shared physical address or proof of financial responsibility).
<b>How long does it take to get a response after completing a Cox Employee Relief Fund (CERF) application?</b>	You should receive a response within 2 business days.
<b>What type of financial hardship qualifies for Cox Employee Relief Fund (CERF) assistance?</b>	The Cox Employee Relief Fund was established to assist employees facing a financial hardship resulting from a qualifying circumstance. The kinds of situations in which the Fund may provide a direct grant include: <ul style="list-style-type: none"> <li>• Natural disaster (fire, hurricane, flood, tornado, etc.)</li> <li>• Illness</li> <li>• Injury</li> <li>• Death</li> <li>• Pandemic related hardships</li> </ul>

Question	Response
<b>What type of financial assistance can I get related to a furlough?</b>	<ul style="list-style-type: none"><li>• Basic utilities (water, gas and electric)</li><li>• A one-time food allowance</li><li>• One time rent or mortgage payment</li></ul>
<b>Where can I learn more about Cox Employee Relief Fund (CERF)?</b>	Visit <a href="http://www.coxrelief.com">www.coxrelief.com</a> for additional information or email <a href="mailto:CERF@coxinc.com">mailto:CERF@coxinc.com</a> to ask questions about your specific situation.