



Claim Submission Checklist

The following are step-by-step instructions that describe what you need to do to apply for an FMLA leave and/or short term disability for your situation.

- **Step #1:** Contact Principal Absence Management Center online or by phone to notify your employer of your need for a leave of absence and/or short term disability claim:

- > **Website:** www.principal.absencemgmt.com
- > **Phone:** 1.877.PFG.FMLA (1.877.734.3652)
- Hours:** 7:30 am - 9:30 pm CST, Monday – Friday

- **Step #2:** Receive the Medical Certification Form, found in your FMLA Notification Packet sent by Principal Absence Management Center, or download from www.principal.absencemgmt.com. The completion of this single medical certification form is sufficient for your application for both FMLA and short term disability.

- > The FMLA Medical Certification Form is time sensitive material. Be certain to check for the certification due date on the initial request letter found in your FMLA Notification Packet.

- **Step #3:** Take the blank Medical Certification Form to either your own or your family member's health care provider.

- > If your leave is not for medical reasons due to a Qualifying Exigency, please follow the instructions provided by the Principal Absence Management Center Specialist and/or your FMLA Notification Packet.

- **Step #4:** Ensure that Principal Absence Management Center received the completed Medical Certification Form prior to the certification due date. It is your responsibility to ensure paperwork gets returned in a timely fashion. If there are delays completing your forms, be sure to contact Principal Absence Management Center prior to your certification due date:

The health care provider must return the completed Medical Certification Form to Principal Absence Management Center by either fax or e-mail. You may return the completed form by mailing the original completed Medical Certification Form.

- > **Fax:** 1.877.309.0218
- > **E-Mail:** LeaveCenter@principal.absencemgmt.com
- > **Address:** Principal Absence Management Center, NBC Tower – 13th Floor, 455 N. Cityfront Plaza Drive, Chicago, IL 60611-5322

- **Step #5:** Receive and review the FMLA Decision Letter from Principal Absence Management Center. Please note the decisions are based on the certification completed by the health care provider. If you have applied for short term disability, you will receive a separate decision letter regarding your approval for disability benefits.

- **Step #6:** If approved for the leave, you will be responsible for keeping track of your available entitlement:

- > **Intermittent Frequency Leave:** Be sure to report each intermittent FMLA absence to Principal Absence Management Center within 24 hours of your missed date and follow your company's call-in procedures. All prescheduled appointments needs to be tracked ahead of time with both Principal Absence Management Center and your company. Failure to call off to both parties may be subject to disciplinary action.
- > **Continuous Frequency Leave:** Pay close attention to the date range on your decision letter. Your position at your company is only protected during that date range. To keep your entitlement accurate and ensure protection, please notify Principal Absence Management Center if your leave is any different than what was provided on the decision letter.

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