



U.S. Paid Parental Leave (PPL) Affidavit

When requesting Paid Parental Leave, you are required to review the items below, sign and attach this form to your Workday leave request.

- I affirm and represent to CF Industries (the “Company”) that I have read and understand the Company’s Parental Leave Policy.
- I further state that I believe I qualify for the Company’s parental leave due to bonding with my child for either birth or adoption.
- I will provide HR with supporting documentation after my child is born or placed with me for adoption.
- I anticipate needing parental leave during the following dates: _____ to _____.
- I affirm that the foregoing information is true and correct to the best of my knowledge.

Employee Name (print): _____ Date: _____

Employee Signature: _____ Work Location: _____