Workplace accommodations

Initiating an accommodation request



Your well-being is a top priority for Arhaus, LLC, and we want to ensure that you not only succeed in your career, but also feel safe, secure, and supported at all times.

To deliver on this promise, we've partnered with Lincoln Financial to address employee requests about accommodations for staying at or returning to work, as required by the Americans with Disabilities Act (ADA) or the Pregnant Workers Fairness Act (PWFA).

A closer look at accommodations

You may request a reasonable accommodation when you have a medical condition that limits or restricts your ability to complete the essential functions of your job or have a limitation related to pregnancy, childbirth, or related medical condition.

In these situations, Arhaus, LLC, will engage you in the interactive process to determine if an accommodation can help and what accommodations may be reasonable for the situation.

Steps for initiating an accommodation request

To submit an accommodation request, visit **LincolnFinancial.com** and log in to initiate the simple three-step process. If you haven't registered your account yet, you'll need to register first.

First-time users need to register using your company code: LF1596ARH.

1. Select **Request an Accommodation** and provide the required information, such as your contact details, information about your condition, and the accommodation you're requesting. You can upload documents including medical information to support your request.
2. Provide Arhaus, LLC or Lincoln with further information regarding your condition, if requested.
3. Meet with us to discuss your accommodation needs, if requested.

You can also submit your accommodation request by calling Lincoln at 877-325-4460 and speaking with a representative.

We're here every step of the way

Throughout the process, Arhaus, LLC promises to provide ongoing communication about the status of your request. If you have additional questions about the process, please reach out to your Human Resources department.

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LCN-7362123-112024
MAP ADA 12/24 **Z07**
Order code: AM-SARTW-FLI001

Lincoln Financial is pleased to offer employers assistance with the administration of the American with Disabilities Act and its related amendments. Lincoln Financial's accommodation services are advisory only and Lincoln Financial assumes no responsibility for determinations and decisions that are required to be made by the employer, including identifying employees in need of accommodations, initiating and coordinating the interactive process, determining employee eligibility, deciding whether any accommodations are offered or not offered to eligible employees, and determining the duration of any accommodations.