Short-term Assignment Resource program FAQs

The following reflect the most current information about the Short-term Assignment Resource (STAR) program. You can find additional information (including a more extensive Q&A) about the STAR program on Teamworks at Home under Displaced Team Member Support in the Career & Development section.

1. Does my 18-month STAR tenure clock reset for each STAR assignment?
   No. The 18-month (550 days) STAR tenure clock is for all STAR assignments performed during your displacement. A STAR team member can work multiple assignments as long as he or she does not exceed the 18-month maximum. There are no exceptions to the 18-month STAR tenure policy.

2. Can a STAR assignment be extended beyond 18 months?
   No. The maximum period allowed is 18 months (550 days). A team member can work multiple STAR assignments as long as he or she does not aggregate more than 18 months (550 days).

3. When I reach my 18-month (550 days) tenure with STAR, can I immediately take an external contract position with Wells Fargo?
   No. When you have reached your 18-month maximum with STAR, your assignment will end and you will be placed on your remaining Salary Continuation Leave (SCL) or nonworking notice period. While you are on SCL, you will not be allowed to work at Wells Fargo as a contract worker (nonemployee) through an external agency until six months after your SCL has ended and your employment has been terminated.
4. Once I’ve been on STAR assignments for 18 months, can I go off for six months and then come back with the STAR program for another 18 months?

No. Your 18-month STAR tenure is per displacement. You cannot spend more than 18 months total on STAR assignments, no matter how much time you are off after the 18-month tenure has been reached.

5. Are Career Connection consultants (CCCs) responsible for finding me a STAR assignment?

No. Your Career Connection consultant will serve as a resource throughout your job search process through the end of your Salary Continuation Leave, providing guidance and answering questions, but he or she will not conduct the job search for you. It’s your responsibility to search and apply for STAR assignments within Wells Fargo.

6. Can I apply for STAR positions before I complete my full notice period or working notice period?

Yes. As soon as your retain flag is set (six days after your official notice date), you can search for and apply for any STAR positions you are interested in. You may not start working on a STAR assignment until your working notice is completed. In some cases, your manager may be able to release you early from your working notice to start a STAR assignment.

7. Can I wait until my Salary Continuation Leave (SCL) ends before looking for a STAR assignment?

No. STAR assignments are only available to team members who are on their nonworking notice or SCL. Once your SCL period ends, you are no longer eligible for STAR assignments.

8. Do STAR positions run concurrently with Salary Continuation Leave (SCL)?

No. STAR assignments run independently of SCL. When you start a STAR assignment, your SCL is put on hold. When your STAR assignment ends, your SCL resumes at the exact point where it was put on hold.

Example: Four months’ SCL and a two-month STAR assignment.

Joan has four months (120 days) of SCL, starting on January 1. On February 1, she starts a two-month STAR assignment that will last through the end of March (total 59 days).

When Joan’s STAR assignment ends after two months, she will receive an updated agreement and release and after she signs and returns it, her SCL resumes where it left off for the remaining 89 days.

9. Can I apply for any STAR positions that have the same job title as the one I was displaced from?

Yes. You can apply for all STAR positions for which you meet the basic and minimum qualifications. When considering whether to apply to a position, make sure to thoroughly read the job description to ensure that it matches your background. Also, pay attention to the assignment location, projected length of the assignment, and the compensation range to ensure that those are a match as well.

You are not permitted to return to the job (same position, seat, and title) from which you were displaced. You can return to the same hiring manager and team as long as you are moving into a different position with different duties and expectations than before.
10. Can I apply for regular positions while on a STAR assignment?
Yes. You are encouraged to search and apply for regular positions within Wells Fargo while on your STAR assignment. If you accept a regular position with Wells Fargo while you are working on a STAR assignment, you will work with your STAR manager to establish an appropriate transition date. The STAR assignment will end and you will be transferred to the new position, which will cancel the remainder of your severance.

11. Can I work remotely while on a STAR assignment?
Work location for STAR assignments is entirely up to the STAR hiring manager. Many STAR team members work in Wells Fargo locations different from those of their teams. Some STAR team members are also able to telecommute from home. Location information is included in the STAR requisition job description.

12. Are my benefits active while I’m on a STAR assignment?
Yes. Team members working on a STAR assignment are considered active team members, eligible for most of the benefits available to active team members. These benefits include health benefits, Wells Fargo 401(k) Plan participation with matching contributions, tuition reimbursement, and PTO accrual at the same rate as before displacement. Team members on a STAR assignment are not eligible for merit increases, bonuses, award options, cash equivalent gifts, or other incentive compensation. Nor do they receive formal performance reviews.

13. I’ve heard that I can contribute to my Wells Fargo 401(k) Plan while on a STAR assignment, but am I also eligible for the matching contribution?
Yes. When your STAR assignment begins, you can restart your Wells Fargo 401(k) Plan contributions and you are eligible for quarterly employer matching contributions.

14. Is PTO accrued while on a STAR assignment?
Yes. You accrue PTO while on a STAR assignment just as you did when you were a regular team member (one-twelfth of your annual PTO allowance for each month you work at least one day in that month). You may use your accrued PTO during your STAR assignment with the approval of your manager. Any unused but accrued PTO will be paid out at the end of your STAR assignment. STAR team members are subject to the same carryover policies as regular team members.

15. Can I carry over PTO while on a STAR assignment?
Team members on STAR assignments follow the same Wells Fargo policies for PTO carryover.

**Policy:** Your manager may expect that you use your PTO during the year it's accrued. However, you may carry over up to five days of PTO based on your standard weekly hours. PTO carryover must be used by March 15 of the following year, for all team members who are not subject to the PTO accrual cap. If for some reason you have more than five days or 40 hours of accrued, unused PTO remaining at the end of the year, you will lose it. For example, if your standard weekly hours are 40 hours per week, then you would be permitted to carry over up to 40 hours of PTO to the following year. If, however, your standard hours are 20 hours per week, then you would be permitted to carry over up to 20 hours into the following year.

**Note:** If your work location as recorded in the official HR system of record is in California, Montana, or Tennessee, the PTO accrual cap applies, and you will not lose any accrued PTO.

16. Can I collect unemployment while on a STAR assignment?
Most likely you cannot collect unemployment while on a STAR assignment. Each state has different unemployment policies, so please check with your state unemployment office for details specific to this question.
17. What happens to my Salary Continuation Leave (SCL) if I leave a STAR assignment early (for example, to take an FTE position or a position outside of Wells Fargo, or because the STAR position is not a good fit)?

STAR team members may end their STAR assignment at any time and return to the remainder of their nonworking notice or SCL period if they meet the original conditions of the plan.

If you accept a regular position within Wells Fargo, the remainder of your nonworking notice period and SCL will be canceled as you are no longer displaced. If you take a position outside of Wells Fargo, to retain your severance you need to make sure that you terminate your STAR assignment and complete any remaining notice period before starting employment outside of the bank.

18. Whom do I contact for more information?

Contact the Career Connection Team at careerconnectionteam@wellsfargo.com to receive assistance and answers to your questions or to have a dedicated consultant assigned to you.