



ESS

HOURLY:

Vacation (Grades 14 and below) Full-time & Part-time	1 st year up to 10 days
(Grades 15 and above) Full-time & Part-time	1 st year up to 15 days
Sick Days Full-time & Part-Time <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i>	Up to 40 hours per year
Holidays Full-time & Part-time	Up to 12 days per year

SALARIED NON-EXEMPT:

Vacation (Grades 14 and below) Full-time & Part-time	1 st year up to 10 days
(Grades 15 and above) Full-time & Part-time	1 st year up to 15 days
Sick Days Full-time & Part-Time <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i>	Up to 40 hours per year
Holidays Full-time & Part-time	Up to 12 days per year
Paid Parental Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i>	Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks
Unpaid Personal Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i>	Up to 30 days

SALARIED EXEMPT:

Vacation (Grades 14 and below) Full-time & Part-time	1 st year up to 10 days
(Grades 15 and above) Full-time & Part-time	1 st year up to 15 days
Sick Days Full-time & Part-Time <i>In locations with legally required paid sick time, the Company will provide paid sick time</i>	Up to 40 hours per year

<i>benefits in accordance with applicable law in lieu of the amount listed.</i>	
Holidays Full-time & Part-time	Up to 12 days per year
Paid Parental Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i>	Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks
Unpaid Personal Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i>	Up to 30 days

*This information is subject to change. If there is a conflict between the amounts listed and the company policy, the company policy will prevail.