

Georgia

Military Service Reemployment Policy

In addition to USERRA, Georgia law provides reemployment rights for team members who serve in state or U.S. military service. Innovative Petcare will restore eligible team members returning from military service to their former position, or a position of like seniority, status, and pay, without loss of seniority or other benefits, unless Company circumstances make reemployment impossible or unreasonable.

Reemployment rights apply to team members who leave a position, other than a temporary one, to perform state or U.S. military service and who are still able to perform the duties of their position. To qualify, you must apply for reemployment within 90 days after completing military service or within 10 days if the service was annual training or a service school conducted by the U.S. armed forces. You must also submit a certificate of completion of military service from an officer of the applicable military force.

Team members restored following military leave are considered on furlough and may not be discharged without cause within one year of their return.

Voting Leave Policy

Eligible, registered voters in Georgia are entitled to up to two hours of time off from work to vote in any municipal, county, state, or federal primary or election. Voting leave is not available if your work hours begin at least two hours after the polls open or end at least two hours before the polls close.

Crime Victim/Witness Leave Policy

Innovative Petcare provides unpaid leave for team members who need to comply with a subpoena, consult with the district attorney, provide a victim impact statement, or appear at a sentencing or parole hearing. You are eligible if you are the victim of a crime, the victim's next of kin or representative, a "Good Samaritan" who acted to prevent a crime or assist law enforcement, or if you are seeking to apply for or enforce an order of protection. Notify your Leader at least one day before taking leave, and proof of the need for leave may be required.

Georgia Kin Care Leave Policy

Innovative Petcare allows eligible Employees to use earned and available paid leave to care for immediate family members in accordance with Georgia law. Immediate family members include your child, spouse, grandchild, grandparent, parent, or any dependents listed on your most recent tax return. You are eligible for kin care leave if you work at least 30 hours per week and have been employed by Innovative Petcare. Up to five days of paid sick leave per calendar year can be used to care for an immediate family member, consistent with the Company's sick leave policy.

Paid sick leave can be used for the illness or medical needs of an immediate family member, and Employees must follow Innovative Petcare's existing sick leave policy. Please provide reasonable notice of your intent to use kin care leave to your Manager or Supervisor. The Company may request documentation to verify the need for leave.