

## Illinois

### Leave for Victims of Domestic, Sexual, Gender or Criminal Violence (VESSA Leave)

In compliance with the Illinois Victims' Economic Security and Safety Act (VESSA), Innovative Petcare Holdings, LLC provides unpaid leave (VESSA leave) to eligible employees who:

- Are victims of domestic violence, sexual violence, gender violence, or any other crime of violence.
- Have a family or household member who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence.

### Qualifying Reasons for Leave

VESSA leave may be used for:

- Seeking medical attention or recovering from physical or psychological injuries caused by violence against you or your family or household member.
- Obtaining victim services for yourself or your family or household member.
- Receiving psychological or other counseling for yourself or your family or household member.
- Engaging in safety planning, including relocation, to increase your own or your family/household member's safety.
- Seeking legal assistance for your own or your family/household member's health and safety, including participating in court proceedings.
- Attending the funeral or wake of a family or household member killed in a crime of violence.
- Making arrangements resulting from the death of a family or household member killed in a crime of violence.
- Grieving the death of a family or household member killed in a crime of violence.

### Duration of Leave

You may take up to four weeks of unpaid VESSA leave within any 12-month period, using a rolling 12-month window measured backward from the leave's start date. Leave can be taken intermittently or on a reduced schedule.

For reasons related to attending a funeral or handling arrangements due to a family/household member's death (bullets 6-8), leave may not exceed two workweeks (10 days) and must be completed within 60 days after notice of the victim's death.

### Notice and Certification

You must provide at least 48 hours' notice before taking VESSA leave, except in emergencies. The Company will require a sworn certification stating the qualifying reason for your leave. You may also be asked to submit supplemental information, such as:

- Documentation from a victim's services organization, clergy member, or medical professional.
- A police, court, or military record.
- A death certificate or other proof of death and related services.

All information provided in connection with VESSA leave will be kept confidential, except as required by law or with your consent. The Company prohibits discrimination, harassment, or retaliation against employees who request or take VESSA leave in good faith.

#### Terms of Leave

VESSA leave is unpaid; however, you may substitute any available paid leave (such as PTO or vacation) for VESSA leave. Paid leave will run concurrently with unpaid leave and does not extend the leave period.

VESSA leave may run concurrently with other leaves, as allowed by applicable law.

#### Restoration

When returning from leave, you will be restored to your previous position or an equivalent one with the same pay, benefits, and employment terms.

#### Maintenance of Benefits

During VESSA leave, the Company will continue your health benefits as if you remained actively employed. If you do not return to work at the end of your leave, you may be required to reimburse the Company for any health benefit premiums paid during your leave unless you cannot return due to violence-related circumstances or other reasons beyond your control.