

Indiana

Civil Air Patrol Protection

If you are a member of the Civil Air Patrol, Innovetive Petcare will not discipline you for:

- Being absent from work due to responding to an emergency service operation that began before your scheduled work shift.
- Leaving work with permission from your Supervisor to respond to an emergency service operation that began after you reported to work.

To qualify for these protections, you must provide written notification to the Company that you are a Civil Air Patrol member. The Company reserves the right to reject this notification if your role is deemed essential to operations.

If your notification is rejected, you:

- Must promptly inform your Civil Air Patrol commander or officer in charge of the rejection.
- Will not be eligible for the protections listed above.

If your notification is accepted, the time missed will be treated as unpaid leave. The Company may request a written statement from your Civil Air Patrol commander or officer in charge verifying your participation in an emergency service operation during your absence.

Mobile Support Unit Members Protection

If you are a member of a mobile support unit, Innovetive Petcare will not discriminate against, discipline, or discharge you for:

- Your membership in a mobile support unit; or
- Missing work to attend training, participate in an exercise, or respond to a disaster, public health emergency, public safety emergency, or other event that requires emergency action.

If you have been selected to serve in a mobile support unit, notify the Company of your membership as soon as possible.