

Iowa

Court Attendance and Witness Leave

Innovative Petcare realizes that, on occasion, employees may serve as a witness in a criminal proceeding or as a plaintiff, defendant, or witness in a civil proceeding. In such cases, you will be provided unpaid leave to attend. Notify your Supervisor as soon as possible to make scheduling arrangements.

The Company reserves the right to require employees to provide proof of the need for leave to the extent authorized by law.

Pregnancy Disability Leave

If you are unable to perform your job duties because you are temporarily disabled due to pregnancy, childbirth, or a related medical condition, and do not have any available leave, Innovative Petcare will provide you with unpaid pregnancy disability leave for the duration of the disability or up to eight weeks, whichever is less. The Company may request medical certification supporting your need for leave.

You must provide timely notice of the period of leave requested. The Company must approve any change in the period requested before the change is effective.

Public Health Emergency Leave

Innovative Petcare will provide unpaid public health emergency leave to employees who need to isolate or quarantine due to an order or voluntary confinement request from the Iowa Department of Health and Human Services, a local board of health, or the Centers for Disease Control and Prevention.

All employees are eligible for public health emergency leave and must provide notice of your need for leave as soon as practical.

The Company may require documentation to support your need for leave, as permitted by applicable law.