

## Nebraska

### Election Worker Leave Policy

Innovative Petcare provides paid leave for Employees appointed as election workers, including judges, clerks, precinct or district inspectors, canvassing board members, or other election workers in any county. You must provide reasonable notice of your need for leave, except when appointed on Election Day to fill vacancies.

Election worker leave is paid, but Innovative Petcare may reduce your pay by the hourly compensation you receive from the county. If you perform shift work and serve as an election worker for eight or more hours, you are also entitled to paid leave for any shifts scheduled within eight hours before and after your service.

### Voting Leave Policy

If you do not have two consecutive hours while the polls are open during which you are not required to work for Innovative Petcare, the Company will provide you with up to two paid hours of leave for voting. To ensure your pay is not reduced or deducted, provide notice of your need for leave in advance of Election Day. Your Manager or Supervisor will determine the time you may take leave.