

North Carolina

Civil Air Patrol Leave Policy

Innovative Petcare provides eligible team members with up to 14 days of unpaid leave per calendar year to perform duties related to a state-approved or U.S. Air Force-authorized Civil Air Patrol mission. To qualify, you must be a volunteer member of the North Carolina Wing of the Civil Air Patrol. Leave may not exceed seven consecutive scheduled working days, and you may use any available paid leave in place of unpaid leave. If the need for leave is foreseeable, provide as much notice as possible; if not, notify the Company as soon as practical. You may be required to provide a copy of your mission order to verify the leave is for a proper purpose.

School Involvement Leave Policy

Innovative Petcare provides up to four hours of unpaid leave per year for team members who are parents, guardians, or persons standing in loco parentis to a school-aged child, to attend or be involved at the child's school. Leave must be mutually agreed upon with your Leader, and a written request should be submitted at least 48 hours in advance. You may be required to provide documentation from the school verifying your involvement. Leave is unpaid, but exempt team members may be paid as required by law.