

## Utah

### Court Appearance Leave Policy for Parents

If your minor child is required to appear in court, Innovative Petcare will provide you with unpaid leave to attend. Notify your Manager/Supervisor as soon as possible to make scheduling arrangements. You may choose to use available PTO/vacation in place of unpaid leave.

Innovative Petcare reserves the right to request proof of the need for leave, as permitted by law.

### Voting Time Off Policy

If you do not have at least three nonworking hours between the time polls open and close, Innovative Petcare will provide you with up to two hours of paid time off to vote. The timing of your leave will be determined by your Manager/Supervisor, in line with applicable legal requirements. You must request time off to vote before Election Day.