

BON APPÉTIT MANAGEMENT COMPANY

HOURLY:

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| Vacation Full-time & Part-Time | 1 st year up to 5 days |
| Sick Days Full-time only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 3 sick days per year |
| Holidays Full-time only | Up to 13 paid holidays per calendar year, holidays vary by worksite |

SALARIED NON-EXEMPT:

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| Vacation Full-time & Part-Time | 1 st year up to 5 days |
| Sick Days Full-time only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 3 sick days per year |
| Holidays Full-time only | Up to 13 paid holidays per calendar year |
| Paid Parental Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i> | Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks |
| Unpaid Personal Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i> | Up to 30 days |

SALARIED EXEMPT:

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|--|----------------------------|
| Vacation Full-time only | 1st year up to 10 days |
| Sick Days Full-time only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits in accordance with applicable law in lieu of the amount listed.</i> | Up to 5 sick days per year |

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|---|---|
| <p>Paid Parental Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i></p> | <p>Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks</p> |
| <p>Unpaid Personal Leave Full-time & Part-time <i>Subject to eligibility, including completion of at least 1 year of employment.</i></p> | <p>Up to 30 days</p> |

*This information is subject to change. If there is a conflict between the amounts listed and the company policy, the company policy will prevail.