



EUREST SERVICES/ESFM

HOURLY:

Vacation Full-time only	1 st 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 6 days per year
Personal Days Full-time only	Up to 1 personal day per year
Holidays Full-time only	Up to 8 days per year

SALARIED NON-EXEMPT:

Vacation Full-time only	1 st year up to 20 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>	1 st year up to 7 sick days
Personal Days Full-time only	1 st year up to 3 personal days
Holidays Full-time only	Up to 7 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:

Vacation Full-time Only	1 st year up to 20 days
Sick Days Full-time Only <i>In locations with legally required paid sick time, the Company will provide paid sick time benefits</i>	1 st year up to 7 sick days

<i>in accordance with applicable law in lieu of the amount listed.</i>	
Personal Days Full-time Only	1 st year up to 3 personal days
Holidays Full-time Only	Up to 7 paid holidays per calendar year (8 days for management)
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

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