



FLIK HOSPITALITY GROUP

HOURLY:

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| Vacation Full-time & Part-time | 1 st year up to 40 hours |
| 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 paid sick days per calendar year |
| Holidays Full-time & Part-time | Up to 12 paid holidays per year, holidays vary by worksite |

SALARIED NON-EXEMPT:

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| Vacation (Grades 14 and below) Full-time & Part-Time | 1 st year up to 10 days |
| (Grades 15 and above) Full-time & Part-Time | 1 st year up to 15 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 paid sick days per calendar year |
| Holidays Full-time only | Up to 12 paid holidays per year, holidays vary by worksite |
| 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 (Grades 14 and below) Full-time & Part-time | 1 st year up to 10 days |
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| (Grades 15 and above) Full-time & Part-time | 1 st year up to 15 days |
| Holidays Full-time only | Up to 12 paid holidays per year, holidays vary by worksite |
| 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.