



COMPASS CORPORATE/FOODBUY

SALARIED NON-EXEMPT:

Vacation (Grades 8 and below) Full-time & Part-Time	1 st year up to 15 days
(Grades 9 and above) Full-time only	1 st year up to 20 days
Holidays Full-time & Part-time	Up to 11 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 12 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 (Grades 8 and below) Full-time & Part-time	1 st year up to 15 days
(Grades 9 and above) Full-time & Part-time	1 st year up to 20 days
Holidays Full-time & Part-time	Up to 11 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 12 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.