



MAX ULTIMATE/MAZZONE

HOURLY:

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 only	Up to 11 paid holiday days per calendar year

SALARIED NON-EXEMPT:

Vacation (Grades 14 and below) Full-time only	1 st year up to 10 days
(Grades 15 and above) Full-time only	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>	Max Ultimate: Up to 6 sick days per calendar year Mazzone: Up to 5 sick days per calendar year
Personal Days Full-time only	Up to 2 paid personal days per calendar year
Holidays Full-time only	Up to 13 paid holiday days 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 (Grades 14 and below) Full-time only	1 st year up to 10 days
(Grades 15 and above)	1 st year up to 15 days

Full-time only	
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>	Max Ultimate: 1 st year up to 7 sick days Mazzone: 1 st year up to 5 sick days
Personal Days Full-time Only	Up to 2 paid personal days per calendar year
Holidays Full-time only	Up to 13 paid holiday days 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

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