



COMPASS HEALTHCARE

HOURLY:

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|---|-------------------------------------|
| Vacation Full-time & Part-time | 1 st year up to 40 hours |
| Sick Days Full-time & Part-time <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 40 hours |

SALARIED NON-EXEMPT:

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| Paid Time Off Full-time & Part-time | Flexible Time Off – No cap on use |
| Paid Parental Leave Full-time only After 1-year of service | Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks |
| Unpaid Personal Leave Full-time & Part-time After 1-year of service | Up to 30 days |

SALARIED EXEMPT:

| | |
|--|--|
| Paid Time Off Full-time & Part-time | Flexible Time Off – No cap on use |
| Paid Parental Leave Full-time only After 1-year of service | Primary Caregiver: Up to 4 weeks Non-primary Caregiver: Up to 2 weeks |
| Unpaid Personal Leave Full-time & Part-time After 1-year of service | 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.