

ARIZONA ADDENDUM

For Arizona Employees Only

To our Arizona employees: please note that wherever Arizona law provides for or offers greater protections to our employees, Arizona law will govern. Please contact a member of the Human Resources Department if you have any questions about any policies in this Addendum.

ARIZONA PAID SICK LEAVE

Employees in Arizona may use their accrued sick time in accordance with the Arizona Fair Wage and Healthy Families Act. The reasons include:

1. Employee's own mental or physical illness, injury, or health condition, including diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventive care;
2. A family member's mental or physical illness, injury, or health condition, including diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventive care;
3. Domestic violence, sexual violence, abuse, or stalking of the employee or a family member;
4. Closures of the employee's place of business or the employee's child's school or child care facility as determined by public health authority due to a public health emergency; or
5. Care for an employee or family member if public health authority determines that the employee's or family member's presence in the community may jeopardize the health of others because of exposure to a communicable disease, whether or not the disease was actually contracted.

The Company prohibits discrimination or retaliation against employees because of an employee's request for, or use of, legally-mandated Paid Sick Time. If you believe that you have been treated unfairly on account of your request and/or use of legally-mandated Paid Sick time, please immediately report this concern to Human Resources so the matter may be reviewed and appropriate corrective action may be taken.