



8.9 Military Leave

The Company grants leaves of absence to all employees who are called to, or volunteer for service in one of the uniformed services defined by the Uniformed Services Employment and Reemployment Rights Act (USERRA). The Company also recognizes and complies with any variations provided through separately enacted state law.

1. Type of Uniformed Services

USERRA's definition of "service in the uniformed services" covers all categories of military training and service, including duty performed on a voluntary or involuntary basis, in time of peace and war. Although most often understood as applying to the Guard and Reserve military personnel, USERRA also applies to serving in the active components of the Armed Forces and the National Disaster Medical System.

2. Pay While on Leave

Although not required by law, the Company will provide an employee on leave with a pay allowance equal to the difference between the employee's base pay and his/her military pay for up to one year, including time spent in reservist training.

3. Return to Work

The employee is entitled to reemployment so long as he/she meets the requirements defined in USERRA. In most cases employees are expected to be returned to their previous or comparable positions.