

8.12 California and Illinois Reproductive Loss Leave

1. **Purpose:** Employees who are residents of California and Illinois may request Reproductive Loss Leave for a failed adoption, failed surrogacy, miscarriage, stillbirth, diagnosis negatively impacting pregnancy or fertility, or an unsuccessful assisted reproduction.
2. **Eligibility**
Regular, full-time hourly and salaried employees who live in California and Illinois are eligible to request unpaid leave for a reproductive loss. (Union employees should refer to their collective bargaining agreement.)
3. **Leave Description**
Up to 5 days (CA) or 10 days (IL) of unpaid leave may be requested following a reproductive loss event, which means the day, or for a multiple day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth or an unsuccessful assisted reproduction. If an eligible employee experiences more than one reproductive loss event in a 12 month-period, the Reproductive Loss Leave is limited to 20 days (CA) or 30 days (IL) within a 12-month period.

Leave under this policy need not be taken in consecutive days, but the leave must be completed within three months of the reproductive loss event.

Employees should inform their supervisor and HR department. For miscarriages and stillbirth reproductive loss events, the employee may be covered by the Company's Bereavement Leave policy. Leave under both policies will run concurrently. Also, employees may use other accrued and unused paid time off to be compensated for this leave.

As with all time away from work, the Company is committed to maintaining the confidentiality of any employee who requests this leave, except as permitted and/or as required by applicable laws.

The Company will not retaliate against an employee for the employee's exercise of the right to Reproductive Loss Leave.

To the extent Family and Medical Leave applies to reasons for the leave taken under this policy, it will run concurrent with this Reproductive Loss Leave.

Please direct any questions to Employee Hub at 800-303-0408 or Employee Hub@thgrp.com.