

# VONTIER EMPLOYEE LEAVE OF ABSENCE (LOA) PROGRAMS

## Time Away from Work & Disability Overview

Life happens – Vontier understands employees may need time away from work to manage personal, medical and family matters. Vontier supports time away from work with several programs providing valuable benefits for our employees and their families – at no cost to the employee\*.

These programs are generally available for employees working 20 or more hours per week, unless otherwise specified by Federal, State, or Local law. To learn more about leave options, eligibility and policies, visit [www.vontierbenefits.com](http://www.vontierbenefits.com) or contact [www.UNUM.com](http://www.UNUM.com) or 866-779-1054.



### Family Medical Leave Act (FMLA)

Administered by UNUM. Up to 12 weeks of unpaid leave. Employees must be employed by Vontier for at least 12 months and worked 1250 hours in the most recent 12-month period to be eligible.



### Medical Leave (Non-FMLA)

Administered by UNUM. Up to 8 weeks of unpaid leave for the employee's own serious health condition(s). Available to employees who do not qualify for FMLA within the first 12 months of employment.



### Parental Leave

Administered and paid by UNUM. Up to 6 weeks of 100% base salary for parental bonding. Employees can take parental leave for up to 12 months from the date of birth or adoption. Parental leave can be used in one-day or weekly increments or all at once.



### Family Leave

Administered and paid by UNUM. Up to 2 weeks of 100% base salary to care for a family member experiencing a serious healthcare condition. Leave must be taken in 5-Day increments. Employee must also be approved for Family Medical Leave Act (FMLA).



### Short Term Disability (STD)

Administered and paid by UNUM. Employees may be eligible to receive a minimum of 60% base salary for up to 26 weeks for total disability or illness.



### Long Term Disability (LTD)

Administered and paid by UNUM. Employees may be eligible to receive 50% base salary after 180 days of total disability or illness. \*Employees can choose to increase and pay for a benefit to 60% coverage.



### Americans with Disabilities Act (ADA)

Administered by UNUM. Provides reasonable accommodations to assist employees with disabilities to perform the essential functions of their jobs, unless the accommodation creates an undue hardship or directly threatens someone's health or safety.



### Bereavement Leave

Paid by Vontier. May be administered by UNUM or internally administered by the employee's Operating Company. Up to 3 or 5 days of 100% of base salary to support employees in the event of an immediate or extended family death. Human Resources can confirm source of administration and specific OpCo policy.



### Jury Duty

Administered and paid by Vontier. Up to 5 days of 100% base salary to support an employee who receives a summons for Jury Duty.



### Voting Policy

Administered and paid by Vontier. Up to 2 Hours of pay to support employees voting in municipal, county, state or federal elections including primary, general or special elections.

### Paid Time Off (PTO) / Vacation / Sick / Holidays / Personal Floating Holidays

Administered and paid by Vontier. Programs vary by OpCo. Human Resources will provide details.

### Domestic Violence Leave / Military Leave / Personal Leave / Witness Duty/Crime Victim

Additional Unpaid Leave of Absence Policies can be found on [www.vontierbenefits.com](http://www.vontierbenefits.com).

*\*This information is intended to be a summary of benefits. Some benefits and eligibility may vary by Operating Company and employee group. These programs may not apply to employees represented by a collective bargained agreement.*