



FAMILY AND MEDICAL LEAVE ACT (FMLA)

Eligibility Requirements/Leave Year

You are eligible for up to 12 work weeks of unpaid leave under the Family and Medical Leave Act (“FMLA”) during a rolling 12-month period under this policy if you have been employed by Vontier for at least 12 months, you have worked at least 1,250 hours during the 12-month period prior to the commencement of the leave, and you work at a facility with 50 or more employees within a 75-mile radius. Vontier uses a rolling 12-month period measured backward from the date you use any FMLA leave. If you meet the eligibility requirements, you are eligible for up to 26 weeks of leave to care for an Injured Servicemember, as set forth in **Section II E** below.

Reasons for Leave

An FMLA leave may be requested for any of the following reasons:

- A. Birth/Placement (Bonding) — to care for a child born to or placed for adoption or foster care with you;
- B. Family Medical — to care for your parent, child or spouse with a serious health condition;
- C. Employee Medical — because of your own serious health condition, which renders you unable to perform the functions of your position;
- D. Qualifying Exigency – because of any qualifying exigency arising out of the fact that your parent, child or spouse is on covered active duty (or has been notified of an impending call or order to covered active duty) in a foreign country in the Armed Forces; or
- E. Injured Servicemember (Military Caregiver) – to care for a covered servicemember or covered veteran with a serious illness or injury (incurred or aggravated in the line of active duty in the Armed Forces) and who is your parent, child, spouse, or for whom you are next of kin. Such leave may be taken for up to 26 weeks in a single 12-month period, which period begins on the first day you take leave for this purpose and ends 12 months after that date.

Leave Rules

- A. Leave for Birth/Placement must be completed within the 12-month period beginning on the date of the birth or placement.
- B. Spouses employed by Vontier may share certain types of FMLA leave. Consult Unum and Human Resources for details.
- C. Employees will not be granted leaves to gain employment or work elsewhere, including self-employment.

Leave Is Unpaid/Substitution of Accrued Paid Leave

FMLA leave is unpaid leave. If you request Employee Medical leave, any accrued sick pay may be used for otherwise unpaid FMLA leave. Employees may also elect to substitute vacation for any unpaid FMLA leave. In addition, paid time under Vontier’s short-term and/or long-term disability policies and any leave for workers’ compensation will apply as part of the 12-week leave period when you are taking Employee Medical leave. The substitution of paid leave time for unpaid leave time does not extend the 12 week (or where applicable, the 26 week) leave period.

Notice of Leave

Requests for FMLA leave **must be provided to Unum at 866-860-2063**. If your need for FMLA leave is foreseeable, you must give Unum at least 30 days prior notice or as much notice as is practicable. If the need for leave is not foreseeable 30 days in advance, then you are expected to provide notice to Unum as soon as practicable, generally the same day or the next business day you learn of the need for leave. If the need for leave is not foreseeable, you are expected to provide notice as soon as practicable under the facts and circumstances and generally in accordance with Vontier’s usual and customary notice requirement applicable to such leave. Failure to provide such notice may be grounds for delay or denial of leave and may result in adverse employment actions. Vontier has Request for



FMLA leave forms available in Human Resources and available from Unum. Absent unusual circumstances, you must follow these procedures and use these forms when requesting FMLA leave.

Medical Certification/Second Third Opinions for Employee Medical and Family Medical Leave

If you are requesting Family Medical or Employee Medical leave, you must provide a medical certification from a health care provider. You may obtain the appropriate certification forms from Unum. Certifications must be provided within 15 calendar days after you are requested to provide such certification. Failure to provide requested certification in a timely manner may result in delay or denial of leave or other adverse consequences. For Family Medical and Employee Medical leaves, in its discretion and at its own expense, Vontier may require a second medical opinion, and if the first and second opinions differ, may request a third medical opinion. If a third opinion is requested, it will be provided by a health care provider approved jointly by the employee and Vontier and will be binding. Vontier may also require recertification periodically during a leave. Vontier may also ask for authentication and/or clarification of any medical certification submitted. All forms must be filled out completely and legibly.

Certification for Qualifying Exigency and Injured Servicemember Leaves

If you are requesting leave for a Qualifying Exigency or to care for an Injured Servicemember, certification forms are also required. These certification forms must be provided to Unum within 15 calendar days after they are requested.

Medical and Other Benefits

During the leave, Vontier will maintain your group health benefits on the same conditions as if you had continued working your regular schedule. If paid leave is substituted for unpaid FMLA leave, Vontier will deduct your portion of the health plan premium as a regular payroll deduction. If your leave is unpaid, you must make arrangements with Human Resources/Benefits to pay your portion of the premium. Your group health care coverage will cease if your premium payment is more than 30 days late, but you will be notified at least 15 days before your coverage lapses. Additionally, if you fail to return from leave, Vontier may require repayment of any premium that was paid for maintaining the health coverage for you, unless you do not return because of your continuing or recurring serious health condition or that of a covered family member, or because of other circumstances beyond your control. Employees do not accrue paid sick time during a Medical Leave of Absence since sick time accrues based on hours actually worked. Similarly, employees do not accrue vacation during a Medical Leave of Absence, except during the time they are using any accrued vacation.

Returning from Leave

If you take FMLA leave, you are generally entitled to return to your position or to an equivalent position with equal benefits, pay and other terms and conditions of employment, subject to any applicable exceptions. In addition, you have no greater rights to reinstatement or to other benefits and conditions of employment than if you had not taken FMLA leave. If you take Employee Medical leave, you may be required to provide a fitness for duty certification that you are fit to resume work and are able to perform all essential job functions. Employees failing to provide a requested fitness for duty certification will not be permitted to resume work until it is provided.

Intermittent or Reduced Work Schedule Leave

Employee Medical, Family Medical and Injured Servicemember leave may be taken intermittently (in separate blocks of time due to a single covered health condition) or on a reduced work schedule (reducing the usual number of hours you work per workweek or workday) if medically necessary. Qualifying Exigency leave may also be taken intermittently or on a reduced work schedule basis. While you are on an intermittent or reduced schedule leave for planned medical treatment, Vontier may temporarily transfer you to an available alternative position that better accommodates your recurring leave, and which has equivalent pay and benefits. **If you are certified to take FMLA leave on an intermittent or reduced leave schedule basis, you must advise Unum at the time of your absence from work if the absence is for your certified FMLA reason.**



Modifications and Collective Bargaining Agreements

The application of this policy, and the procedures and definitions set forth herein, may be modified in accordance with changes in applicable law and regulations. In the event a collective bargaining agreement addresses any issues covered by this policy, the collective bargaining agreement provision will apply.

State Law

If state law provides for job protected family or medical leave, the state leave and the FMLA leave will run concurrently if permitted by law. The FMLA does not supersede any state or local law which provides greater family or medical leave rights, and an employee will receive all benefits and protections to which an employee is entitled under any and all applicable leave laws. Please contact Human Resources or Unum for more information.

Additional Information

Additional information on your rights under the FMLA is contained in the Department of Labor (WH 1420) publication.

CALIFORNIA ADDENDUM

California Family Rights Act Leave (CFRA) Policy

Similar to the FMLA, eligible California employee can take up to 12 weeks of unpaid leave in a 12-month period under the California Family Rights Act (“CFRA”) for:

Birth/Placement (Bonding) — to care for a child born to or placed for adoption or foster care with the employee;

Family Medical — to care for the employee’s spouse, child, parent, grandparent, grandchild, sibling, or domestic partner with a serious health condition

or

Employee Medical — because of the employee’s own serious health condition, which renders the employee unable to perform one or more essential functions of his or her position.

The eligibility requirements are the same under the FMLA and CFRA. To be eligible for leave under the CFRA, the employee must (1) have worked for Vontier for more than 12 months, (2) have worked at least twelve (12) months and who have at least 1,250 hours of service at Vontier during the twelve (12) month period immediately preceding the leave, and until December 31, 2020,¹ who also work at a location where the Employer has at least fifty (50) employees within a seventy-five (75) mile radius, or a location where Vontier has at least twenty (20) employees within seventy-five (75) miles for leave to care or bond with a newborn or newly placed child.

Similar certification procedures also apply to CFRA leave. During Family/Medical leave, Vontier will maintain your group health benefits as if you had continued to be actively employed.

Reinstatement rights are also the same under both the FMLA and the CFRA. If leave is covered by both the FMLA and CFRA, then leave taken under the CFRA will run concurrently with leave taken under the FMLA.

Spouses Employed by the Vontier

If otherwise eligible, spouses who both are employed by Vontier are each eligible for a total of 26 weeks of leave in a single 12-month period to care for a covered service member. Spouses who both are employed by Vontier also

¹ This geographical requirement is no longer in place effective 1, 2021.
Rev. Jan 2021



are each eligible for a total of 12 weeks of leave in a 12-month period for the birth, adoption, or foster care placement of their child or to care for a parent with a serious health condition.

Second and Third Opinions

Vontier may require second and third opinions only for the serious health condition of the employee.

Intermittent Birth/Placement Leave

Under the CFRA, an employee may be eligible for intermittent Birth/Placement leave. However, such intermittent leave generally must be taken in periods of at least two weeks' duration, except on two occasions an employee can request such leave for a period of less than two weeks' duration.

Additional Leave Available In Connection with Pregnancy Disability Leave

Leave for pregnancy-related disability is covered under the FMLA, but not the CFRA. Therefore, if an employee takes a Family and Medical Leave for a pregnancy-related disability, she may be eligible for up to an additional 12 weeks of Family/Medical Leave in the 12-month period under the CFRA for reasons other than pregnancy-related disability. The amount of any such available Family/Medical Leave will be reduced by any other CFRA leave taken during the 12-month period.

Leave Is Unpaid/Substitution of Accrued Paid Leave

Family/Medical Leave is unpaid leave. However, if leave is taken for an employee's own serious health condition, then any accrued paid sick time may be used during any otherwise unpaid Family/Medical Leave. If the leave is taken for an employee's own pregnancy-related disability, then the employee will not be required to use vacation but may do so at her option. If leave is taken for a reason other than the employee's own serious health condition, then any available accrued vacation may be used, and the employee has the option of using any available paid sick time in accordance with the terms of Operating Company policies during a leave taken to care for a family member. In addition, an employee may be eligible for disability, workers' compensation, or paid family leave (PFL) insurance benefits through the State of California during all or part of the 12-week leave period. If an employee is receiving disability, workers' compensation, or PFL benefits during the Family and Medical Leave, then the employee may elect to use any accrued and available vacation and paid sick time to supplement such benefits, although the employee generally may not receive more than an amount equal to 100% of his or her regular pay from a combination of paid time and disability, workers' compensation, or PFL benefits. The receipt of disability, workers' compensation, or PFL benefits or the substitution of paid leave for unpaid leave time does not extend the maximum Family/Medical Leave period.

California Pregnancy-Related Disability Leave and Accommodation Policy

Under California law, if you are disabled due to pregnancy, childbirth or related medical conditions, you are eligible for an unpaid leave of absence of up to four months for the period of such disability ("Pregnancy Disability Leave"). When medically advisable, a Pregnancy Disability Leave may be taken intermittently or on a reduced work schedule. Multiple disability leaves for the same pregnancy will be combined for purposes of calculating the four months.

You may be entitled to transfer to a less strenuous or hazardous position, where such transfer is medically advisable because of pregnancy, childbirth, or a related medical condition and can be reasonably accommodated. You also may be entitled to reasonable accommodation for conditions related to pregnancy, childbirth or related medical conditions upon request. A request for reasonable accommodation or transfer must be supported by the written certification of your provider that such an accommodation or transfer is medically advisable.

Pregnancy Disability Leave generally is unpaid. Employees may elect to use any accrued paid sick time or accrued vacation during a Pregnancy Disability Leave. In addition, an employee may be eligible for Company and/or state disability benefits during the leave, although she may not receive more than an amount equal to 100% of her regular



pay from a combination of paid time and disability benefits. Furthermore, the substitution of paid time for unpaid leave time and/or the receipt of Company and/or state disability benefits does not extend the maximum four-month Pregnancy Disability Leave period.

During an approved Pregnancy Disability Leave, Vontier will maintain your group benefits as under the same conditions as if you had continued to be actively employed.

During a Pregnancy Disability Leave, you will not accrue vacation other than during periods in which you are using vacation time, subject to the limits set forth in the vacation policy.

If possible, you must provide at least thirty (30) days' notice of your intention to take leave, or as much notice as is practicable under the circumstances. A request for leave must be supported by a medical certification from your health care provider.

Generally, upon return from an approved Pregnancy Disability Leave that does not exceed the maximum available leave, you will be reinstated to the same position or a comparable position, subject to any applicable exceptions. However, you have no greater rights to reinstatement or to other benefits and conditions of employment than if you had not taken the Pregnancy Disability Leave. As a condition of returning from a Pregnancy Disability Leave, you must provide Vontier with a certification from your health care provider that you are able to resume work.

Pregnancy Disability Leave runs concurrently with leave taken under the FMLA.

CONNECTICUT ADDENDUM

Employees located in the state of Connecticut may be entitled to unpaid leave under the Connecticut Family and Medical Leave law ("CT FMLA"), even where they may not be eligible for leave under the federal Family and Medical Leave Act ("FMLA"). Leave that qualifies for both the FMLA and the CT FMLA will be counted concurrently under both laws. Vontier will provide leave under whichever law provides the greatest rights to the employee. The leave laws in Connecticut generally provide job-protected leave for the same non-military reasons as the FMLA. However, in some instances, the reasons for job-protected leave are broader under state law than under the FMLA. In addition, an employee's eligibility under the state laws is different than the FMLA, and the duration of job-protected leave may also be different. The main differences between the state and federal laws are as follows:

- Pursuant to the CT FMLA, Connecticut employees may be eligible to take up to sixteen (16) weeks of Family Medical Leave in a rolling twenty-four (24) month period measured backwards from the date that an employee first uses Family Medical Leave.
- Connecticut employees are eligible for CT FMLA leave if they have worked for Vontier for twelve (12) months and 1,000 hours in the twelve (12) months immediately preceding the leave request.
- In addition to the reasons specified in the Vontier's Family and Medical Act Leave policy, Connecticut employees may take leave under the CT FMLA to care for parent-in-law's serious health condition or to serve as an organ or bone marrow donor.
- Same-sex partners who enter into a civil union in the state are considered spouses for family and medical leave purposes.
- If the leave is foreseeable for the birth or placement of a child due to adoption or foster care, the employee must provide at least 30 days advance notice before the leave is to begin. If the leave is for a serious health condition, the employee must provide 30 days advance notice, unless the date of the treatment requires leave to begin in less than 30 days, in which case the employee must provide as much notice as is practicable. For a serious health condition of a covered family member, the employee must provide



certification stating (1) the date on which the serious health condition began; (2) the probable duration; (3) medical facts within the health care provider's knowledge regarding the condition; and (4) an estimate of the amount of time that the employee needs to care for the covered family member. For the employee's own serious health condition, the employee must provide certification stating (1) the date on which the serious health condition began; (2) the probable duration; (3) medical facts within the health care provider's knowledge regarding the condition; and (4) that the employee is unable to perform the functions of his/her position.

- Vontier will pay for any medical re-certification that is required and that is not covered by an employee's health insurance.

Eligible female employees may be granted an unpaid reasonable leave of absence for disability resulting from pregnancy. An employee who is disabled as a result of pregnancy will receive any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by Vontier. You must give written notice of your pregnancy in order to be eligible for transfer to a temporary position. You may also elect to use your accrued vacation and/or sick day for this leave.

Vontier will reinstate eligible employees to the original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits upon you signifying your intent to return, unless Vontier's circumstances have so changed as to make it impossible or unreasonable to do so. Moreover, Vontier will make a reasonable effort to transfer a pregnant employee to any suitable temporary position which may be available in any case in which an employee gives written notice of her pregnancy to Vontier, and Vontier or pregnant employee reasonably believes that continued employment in the position held by the pregnant employee may cause injury to the employee or fetus.

For those employees who qualify for leave under the FMLA, leave pursuant to this policy will run concurrently with leave to which you may be entitled under either such law. Female employees not eligible for FMLA leave may be eligible for leave under this policy.

MASSACHUSETTS ADDENDUM

Any full-time employee who has been employed by Vontier on a full-time basis for at least three consecutive months is entitled to take up to eight (8) weeks unpaid Parental Leave under the Massachusetts Maternity Leave Act for the following purposes:

- Birth of a child;
- Adopting a child under 18 years of age (or under 23 years of age if the individual is mentally or physically disabled);
- Placement of a child with the employee pursuant to a court order.
- If both spouses are employed by Vontier, they are only entitled to take eight weeks of parental leave in the aggregate for the birth, adoption or placement of the same child.
- An employee must give at least two weeks' written notice of his or her anticipated date of departure and intention to return to work, or must give notice as soon as practicable if the delay is for reasons beyond an employee's control.

Parental Leave will be without pay, unless an employee elects to use accrued vacation or sick time for any portion of his/her Parental Leave. Vontier will not require an employee to use accrued paid vacation or sick leave concurrently with any part of an unpaid parental leave. Sick leave may only be used for pregnancy or childbirth-



related conditions that qualify as sick leave under the Operating Company's sick leave policy. Eligible employees may apply for disability benefits related to childbirth and/or pregnancy-related disabilities under the same terms and conditions that apply to other medical disabilities. Use of accrued paid time will not extend an employee's leave beyond eight weeks.

Parental Leave will not affect an employee's right to paid vacation time or sick leave, bonuses, advancement, seniority or other benefits for which an employee was eligible at the date of the leave, but Parental Leave will not be included when computing such benefits.

During Parental Leave, Vontier will maintain an employee's group health benefits on the same conditions as if the employee had continued working his/her regular schedule. If paid leave is substituted for unpaid leave, Vontier will deduct the employee's portion of the health plan premium as a regular payroll deduction. If leave is unpaid, the employee must make arrangements with Human Resources to pay the employee's portion of the premium. Group health care coverage will cease if the employee's premium payment is more than 30 days late, but Vontier will notify an employee at least 15 days before coverage lapses.

At the conclusion of Parental Leave, an employee will be reinstated to his or her previous position or a similar position with the same salary, status, and length of service as of the date the employee began his or her leave. Vontier, however, reserves the right not to reinstate an employee on Parental Leave if other employees of equal seniority and status in the same or a similar position have been laid off due to economic conditions or have been otherwise affected by changes in employment conditions during the period of Parental Leave.

NEW JERSEY ADDENDUM

Under the New Jersey Family Leave Act ("NJFLA"), employees who have been employed for at least twelve months and have worked 1000 base hours in the twelve months prior to requesting a family leave are eligible for an unpaid family leave for (1) the birth of a child of the employee; (2) the placement of a child with the employee in connection with the adoption of the child; or (3) the care for a covered family member with a serious health condition. Covered family members include parents, spouses, domestic partners, biological or adopted children, foster children, stepchildren, legal wards, biological, adoptive or foster parents, step-parents, parents-in-law or the employee's legal guardians having a parent-child relationship with the employee.

Eligible employees are entitled to 12 weeks of unpaid leave in a 24-month period. Leave taken because of the birth, adoption, or fostering of a child by the employee may begin at any time within a year after the birth or placement of the child. The Company uses a rolling 24-month period measured backward from the date employees first use NJFLA Leave.

Intermittent or Reduced Schedule Leave

Generally, intermittent or reduced schedule leave must be taken within a 12-month period, unless a new triggering event arises, and if possible, employees must inform Vontier of a regular schedule of days or days of the week that they will be taking intermittent leave.

Reduced schedule leave under the NJFLA may be taken only once in a 24-month period, cannot last longer than 12 consecutive months, and must be taken in increments of at least 1 day.

In the case of leave taken due to an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of the communicable disease, the leave may be taken intermittently if: (1) the employee provides Vontier with prior notice of the leave as soon as practicable; and (2) the



employee makes a reasonable effort to schedule the leave so as not to unduly disrupt the operations of Vontier and, if possible, provide Vontier, prior to the commencement of the intermittent leave, with a regular schedule of the day or days of the week on which the intermittent leave will be taken.

Permissible Use of NJFLA Leave

Employees are permitted to use NJFLA Leave for the following reasons and subject to the limitations below:

Bonding: the birth of a child of the employee, including a child born pursuant to a valid written agreement between the employee and a gestational carrier; or the placement of a child into foster care with the employee; or in connection with the adoption of a child;

Employee's Family Member: to care for a covered Family Member with a serious health condition;

Public Emergency: in the event of a state of emergency declared by the Governor, or when indicated to be needed by the Commissioner of Health or other public health authority, an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of a communicable disease, which:

(a) requires in-home care or treatment of a child due to the closure of the school or place of care of the child of the employee, by order of a public official due to the epidemic or other public health emergency;

(b) prompts the issuance by a public health authority of a determination, including by mandatory quarantine, requiring or imposing responsive or prophylactic measures as a result of illness caused by an epidemic of a communicable disease or known or suspected exposure to the communicable disease because the presence in the community of a Family Member in need of care by the employee would jeopardize the health of others; or

(c) results in the recommendation of a health care provider or public health authority, that a Family Member in need of care by the employee voluntarily undergo self-quarantine as a result of suspected exposure to a communicable disease because the presence in the community of that Family Member in need of care by the employee, would jeopardize the health of others.

Notice and Documentation

If the leave is foreseeable for the birth or adoption of a child, or the placement of a child into foster care, the employee must provide at least 30 days advance written notice of the need for the leave. For the birth or placement of a child, the employee must provide certification stating the date of birth or placement of the child. If the leave is for a serious health condition, the employee must provide 15 days advance notice, unless it is an emergency. For a serious health condition, the employee must provide certification stating (1) the date on which the serious health condition began; (2) the probable duration; and (3) medical facts within the health care provider's knowledge regarding the condition.

Where leave is taken due to an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of the communicable disease certification issued by a school, place of care for children, public health authority, public official, or health care provider is required, and will be sufficient if it includes:

(1) For leave taken to provide in-home care or treatment of a child due to the closure of the school or place of care of the child of the employee, by order of a public official due to the epidemic or other public health emergency, the date on which the closure of the school or place of care of the child of the employee commenced and the reason for such closure;



(2) For leave taken due to a public health authority's issuance of a determination requiring or imposing responsive or prophylactic measures as a result of illness caused by an epidemic of a communicable disease or known or suspected exposure to the communicable disease because the presence in the community of a Family Member in need of care by the Rev. Jan. 2021

employee would jeopardize the health of others, the date of issuance of the determination and the probable duration of the determination; or

(3) For leave taken because a health care provider or public health authority recommends that a Family Member in need of care by the employee voluntarily undergo self-quarantine as a result of suspected exposure to a communicable disease because the presence in the community of that Family Member in need of care by the employee would jeopardize the health of others, the date of the recommendation, the probable duration of the condition, and the medical or other facts within the health care provider or public health authority's knowledge regarding the condition.

Interaction Between New Jersey Family Leave Act and Federal Family and Medical Leave Act

This leave may or may not run concurrently with leaves granted under the federal FMLA depending upon the circumstances surrounding the leave. The NJFLA does not provide covered employees with leave for their own serious health condition, so if an employee utilizes all of his or her allotted time under the federal FMLA for his or her own serious health condition, the employee may subsequently be entitled to time off under the NJFLA in connection with the birth or adoption of a child or the placement of a child into foster care or the serious health condition of a covered Family Member. However, when an employee takes a leave for a purpose covered by both the FMLA and the NJFLA, the leave counts against an employee's entitlement under both laws.

Because the NJFLA does not provide for leave as the result of the employee's own serious health condition, it distinguishes between the portion of a maternity leave that is the result of the employee's own serious health condition and the portion that is for bonding purposes. Under the NJFLA, the post-delivery period will be considered leave for the employee's own serious health condition (covered only by the federal FMLA but not the NJFLA) until the employee has been deemed to no longer have a serious health condition by a doctor. The NJFLA and the federal FMLA will only run concurrently during bonding leave. An employee may not collect disability benefits while on bonding leave under the NJFLA.

Group Health Insurance Benefits

Vontier will maintain any group health insurance coverage of employees on NJFLA Leave at the level and under the conditions that the coverage would have been provided had the employee continued in employment. Coverage will continue from the date the NJFLA Leave began until the date an employee returns to work, or the date the employee's coverage would have expired had the employee not been on leave, whichever is sooner.

Return to Work

Employees are generally entitled to return to their same position held before the NJFLA Leave. If the original position is no longer available when the employee returns, Vontier will offer an equivalent position in terms of pay, benefits, seniority status, and other terms and conditions of employment. If a reduction in force or layoff occurred while the employee was on leave, the employee will only retain the same rights as if no leave had been taken.

Retaliation



Vontier will not discharge or in any way retaliate against or penalize any employee because the employee sought information about NJFLA, filed a complaint alleging a violation of the NJFLA, or exercised any right under the NJFLA.

OREGON ADDENDUM

Oregon employees who have worked for Vontier for at least 180 days, and have worked an average of at least 25 hours per week during the 180 days prior to the date the leave is to begin, may be eligible to take an unpaid leave under the Oregon Family Leave Act (“OFLA”) for the following reasons:

- 1. Family Serious Health Condition Leave.** To care for the employee’s spouse, child, parent, parent-in-law, person with whom the employee was or is in an in loco parentis relationship, registered domestic partner, child or parent of registered domestic partner, grandchild, or grandparent, with a serious health condition (“Serious Health Condition Leave”). Serious Health Condition leave may be taken to care for an adult or minor child with a serious health condition.
- 2. Employee Serious Health Condition Leave.** To recover from or seek treatment for an employee’s own serious health condition that makes the employee unable to perform one or more of the essential functions of his or her regular position (“Serious Health Condition Leave”).
- 3. Pregnancy Disability Leave.** For an employee’s own disability related to pregnancy or childbirth, occurring before or after birth, or for prenatal care (“Pregnancy Disability Leave”) (this is a type of Serious Health Condition Leave).
- 4. Sick Child Leave.** For an employee to care his or her child (under 18, or older than 18 years if the child is incapable of self-care because of a mental or physical disability) who is suffering from an illness, injury, or condition that is not a “Serious Health Condition” but requires home care (“Sick Child Leave”). An employee may not be eligible to take Sick Child Leave if another family member is available to care for the child.
- 5. Parental Leave.** Oregon employees who have worked for Vontier for at least 180 days may be eligible to take an unpaid OFLA leave for the birth, adoption, or foster care placement of a child under 18, or older than 18 years if the child is incapable of self-care because of a mental or physical disability (“Parental Leave”), including time to effectuate the adoption or foster care placement. OFLA Parental Leave must be completed within 12 months after birth, adoption, or placement.

Time and hours an employee would have worked but for military service will count toward time/hours worked for purposes of determining eligibility for OFLA leave.

Amount of Leave

Eligible employees may take up to a total of 12 workweeks of leave in a one-year period for (1) Parental Leave; (2) Family Serious Health Condition Leave; (3) Employee Serious Health Condition Leave, and (4) Sick Child Leave. The one-year period is measured backward from the time an employee takes any OFLA leave.

Eligible female employees may take an **additional** 12 weeks of leave in a one-year period for Pregnancy Disability Leave.

Eligible employees who have taken 12 weeks of Parental Leave may take an **additional** 12 weeks in a one-year period for Sick Child Leave purposes. This additional leave is available only to employees who have already taken 12 weeks of Parental Leave.



If an employee is eligible for and takes leave that is covered under both the OFLA and FMLA, then the leave will count against both the OFLA and FMLA leave entitlements and leave under both laws will run concurrently.

Leave taken for a disabling compensable workers' compensation injury that makes an employee unable to work is not covered under the OFLA, and therefore does not run concurrently with FMLA leave. However, if an employee has refused a suitable offer of light duty or modified employment, then such leave will be covered under the OFLA and counted against an employee's available leave under the OFLA, and the leave will run concurrently with leave under the FMLA.

Notice of Leave

If the need for OFLA leave is foreseeable, employees must give the Unum at least 30 days' prior notice, if possible, or as much notice as practicable under the circumstances.

For unforeseeable leaves, employees are expected to notify the Unum as soon as practicable, Failure to provide such notice may be grounds for delaying or denying the leave and may result in adverse consequences. Additionally, employees should comply with the Vontier's usual call-in procedures, absent unusual circumstances.

Medical Certification

Similar certification procedures apply to OFLA leave as to FMLA leave. Vontier will pay the cost of any medical certification not covered by insurance or other benefit plan. Vontier may require second and third opinions at the Vontier's expense.

Medical certification will be required for all OFLA leave other than Parental leave. Certification for Sick Child Leave will only be required if the employee has taken more than 3 days of Sick Child Leave in a year, and Vontier will pay the cost of the verification not covered by insurance or other benefit plan. No second opinion will be required.

Vontier will pay for any co-pay or other out-of-pocket costs incurred by the employee in providing the fitness for duty certification.

Reinstatement and Continuation of Benefits

Similar to the Vontier FMLA policy, group health benefits will be continued during OFLA leave, including any benefits provided during an FMLA leave during the 12-month period.

Employees returning from an OFLA leave generally will be reinstated to the same or equivalent position if they return on or before their leave expires, subject to any applicable exceptions. Rev. Jan. 2021

Employees have no greater right to reinstatement or other benefits and conditions of employment than if they had not taken a leave.

Leave Is Unpaid/Substitution of Paid Leave During OFLA Leave

OFLA leave is unpaid leave. However, employees must use any accrued, unused vacation during otherwise unpaid OFLA leave, unless otherwise required by law. In addition, an employee may be eligible for disability or workers' compensation benefits during all or part of the leave period when the leave is requested due to the employee's own serious health condition. If an employee is receiving disability or workers' compensation benefits during OFLA leave, then the employee will not be required to use vacation during that time but may elect to use vacation. However, the employee generally may not receive more than an amount equal to 100% of his or her salary from a combination of paid time, disability, and/or workers' compensation benefits. The receipt of disability or workers'



compensation benefits, or the substitution of paid leave for unpaid leave, does not extend the maximum leave period.

VERMONT ADDENDUM

Vermont employees who have worked for the Vontier for at least 12 months, and who worked an average of 30 hours per week (including paid hours) during the 12 months immediately prior to the date leave is to begin, may be eligible to take unpaid leave under the Vermont Parental and Family Leave Act.

Amount of Leave

Eligible Vermont employees may take up to 12 weeks of unpaid parental/family leave during any 12-month period for the reasons set forth below.

Reasons for Leave

Eligible Vermont employees may take unpaid leave under the Vermont Parental and Family Leave Act for the following reasons:

- Birth of a child, including the employee's pregnancy;
- Following the birth of the employee's child or within a year following the initial placement of a child 16 years of age or younger with the employee for adoption;
- For the employee's own Serious Illness; or
- To care for the employee's child (including stepchild, ward who lives with the employee, foster child), spouse, partner in a civil union, parent, parent-in-law, or parent of a partner in a civil union, with a Serious Illness.

A "Serious Illness" is an accident, disease or physical or mental condition that: (1) poses imminent danger of death; (2) requires inpatient care; or (3) requires continuing in-home care under the direction of a physician.

Short-Term Family Leave

In addition to the 12 weeks of family/parental leave for the reasons described above, if eligible, an employee may take up to 24 hours of unpaid short-term family leave in a 12-month period for any of the following reasons:

- To participate in preschool or school activities directly related to the academic educational advancement of the employee's child, stepchild, foster child, or ward who lives with the employee;
- To attend or to accompany the employee's child, stepchild, foster child, or ward who lives with the employee or the employee's parent, spouse, civil union partner, or parent-in-law to routine medical or dental appointments;
- To accompany the employee's parent, spouse, civil union partner, or parent-in-law to other appointments for professional services related to their care and well-being; or
- To respond to a medical emergency involving the employee's child, stepchild, foster child, or ward who lives with the employee or the employee's parent, spouse, civil union partner, or parent-in-law.

No more than 4 hours of short-term family leave may be taken in any 30-day period and the minimum duration of a short-term family leave is 2 hours.

Additionally, an employee shall make a reasonable attempt to schedule appointments for which short-term family leave may be taken outside of regular work hours.



Leaves Run Concurrently

If an employee is eligible for and take leave that is covered under both Vermont law and the FMLA, then the leave will count against the employee's leave entitlements under both Vermont law and the FMLA, and the leave under both laws will run concurrently.

Notice of Leave/Certification

Parental and Family Leave

An employee must give reasonable written notice of intent to take Vermont parental or family leave. Such written notice must include the date the leave is expected to begin and the estimated duration of the leave. In the case of the adoption or birth of a child, Vontier does not require that notice be given more than six weeks prior to the anticipated commencement of the leave.

In the case of Serious Illness of the employee or the employee's family member, Vontier requires certification from a health care provider to verify that the employee or family member has a Serious Illness and the amount and necessity for the leave requested.

Short-Term Family Leave

In the case of Vermont short-term family leave, an employee must provide Vontier with the earliest possible notice, and in no case later than seven days before the leave is to be taken except in the case of an Emergency. An Emergency is defined as circumstances where the required seven-day notice could have a significant adverse impact on the family member of the employee.

Return from Leave

Employees returning from a Vermont leave generally will be reinstated to the same or equivalent job if they return on or before their leave expires, subject to any applicable exceptions. Employees have no greater right to reinstatement or other benefits and conditions of employment than if they had not taken a leave.

WISCONSIN ADDENDUM

The Wisconsin Family and Medical Leave Act ("WFMLA") provides more generous benefits or eligibility than the FMLA as follows:

- 1) Eligible employees must have worked for Vontier for at least 52 consecutive weeks and worked or been paid for at least 1,000 hours during the preceding 52-week period.
- 2) Eligible employees may use WFMLA to care for a registered domestic partner or the domestic partner's parent with a serious health condition. The federal FMLA does not cover registered domestic partners.
- 3) If an eligible employee wants to use leave under WFMLA, they must provide advance notice to Unum in a reasonable and practicable manner.
- 4) WFMLA leave may be taken intermittently in increments equal to the shortest increment permitted by Vontier for any other non-emergency leave