

ZOLL MEDICAL CORPORATION
SUMMARY OF LEAVES AND ABSENCE PRACTICES (Rev. 7/23)

Leave Type	Employee Eligibility	Reasons for Leave	Annual Length of Leave	Compensation During Leave	Benefit Continuation During Leave*	Job Protection During Leave	Coordination of Benefits**
Federal Family Medical Leave Act (FMLA)	Worked at least 1,250 hours in last 12 months; employed for 12 months; work at location with 50+ employees within 75 miles	Birth, adoption or foster care; care for immediate family member; employee's serious health condition; qualifying exigency; care for servicemember	12 weeks except care for servicemember (26 weeks)	Unpaid	Yes	Yes	Local, state, or federal laws, PTO, company sponsored programs
Federal Uniformed Services Employment & Reemployment Rights Act (USERRA) Military Leave	Serve in uniformed services	Service on a voluntary or involuntary basis	14 days or more	Paid (16 training days)	After 30 days (if elected)	Yes	Local, state, or federal laws, PTO, company sponsored programs
Personal Leave of Absence	Case-by-case	Personal emergency not otherwise covered or eligible		Unpaid	Yes	No	Local, state, or federal laws, PTO, company sponsored programs
Medical Leave of Absence	Case-by-case	Medical leave for employee not eligible for FMLA		Unpaid	Yes	No	Local, state, or federal laws, PTO, company sponsored programs

*BENEFITS CONTINUE AS LONG AS REQUIRED PREMIUMS ARE PAID.