

California Reproductive Loss Leave for Production Cast and Crew

What is California Reproductive Loss Leave?

Pursuant to California state law, the Company provides time off from work for cast and crew in California who experience a reproductive loss event, which is defined to include any of the following:

- **Miscarriage;**
- **Stillbirth;**
- **Failed adoption** – for example, if a birth parent or legal guardian breaches or dissolves an adoption agreement, or if an adoption is not finalized for another reason;
- **Failed surrogacy** – for example, if a surrogate breaches or dissolves a surrogacy agreement, or if an embryo transfer fails; or
- **Unsuccessful assisted reproduction** – for example, a failed intrauterine insemination or embryo transfer.

Reproductive loss leave is unpaid; however, cast and crew may use available sick leave or other paid time off to receive pay during this time.

Who is eligible for leave for a reproductive loss?

California cast or crew who have worked for the Company for at least 30 days before taking leave are eligible. A cast or crew member can take leave following their own reproductive loss event or that of another person – such as a spouse or partner - if the cast or crew member would have been the parent of the child born or adopted.

What timing and total limits are there for reproductive loss leave?

Eligible cast and crew can take up to five days of leave for a reproductive loss event. Cast and crew can, but do not have to, take their leave days consecutively. This means they can choose to take all five days at once or break up the days over a longer period as long as their leave is completed within three months of the reproductive loss event.

If a cast or crew member experiences multiple reproductive losses, time off is limited to 20 days in a 12-month period.

No Retaliation

The Company prohibits retaliation against a cast or crew member for requesting or taking reproductive loss leave.