

# FAMILY AND MEDICAL LEAVE ACT

## [CALIFORNIA SUPPLEMENT]



This document supplements the Company's Family and Medical Leave Act policy as it applies to cast and crew who work in the state of California (excluding the Presidio), and provides information regarding the California Family Rights Act (CFRA).

Under the CFRA, employees with more than 12 months of service with the Company and who have worked at least 1,250 hours in the 12-month period before the date they want to begin their leave may have a right to a family care or medical leave (“CFRA leave”).

Under the CFRA, employees may take up to 12 workweeks of unpaid leave (at one time or intermittently) within a 12-month period for any of the following reasons:

- the employee’s own serious health condition;
- the serious health condition of the employee’s child, parent, grandparent, grandchild, sibling, spouse, domestic partner, or a designated person (any individual the employee designates at the time they request the leave who is related by blood or whose association with the employee is the equivalent of a family relationship);
- the birth, adoption, or foster care placement of the employee’s child; or
- a qualifying exigency related to the covered active duty or call to covered active duty of the employee’s spouse, domestic partner, child, or parent in the Armed Forces of the United States (see also the Company’s Military-Related Leaves policy).

Cast and crew must provide a medical certification from an appropriate Health Care Provider supporting their need for a leave for pregnancy disability or for the serious health condition of themselves or their family member and the estimated timing and length of the leave. When medically necessary, leave may be taken on an intermittent or reduced work schedule. Cast and crew should

contact their Production team or Unit Production Manager for the appropriate contact for questions about eligibility.

Even if a cast or crew member is not eligible for CFRA leave, if they are disabled by pregnancy, childbirth or a related medical condition, they are entitled under California law to take a pregnancy disability leave of up to four months, depending on their period(s) of actual disability.

Cast and crew who are CFRA-eligible have certain rights to take BOTH a pregnancy disability leave and a CFRA leave for reason of the birth of their child. Both leaves contain a guarantee of reinstatement – for pregnancy disability it is to the same position and for CFRA it is to the same or a comparable position – at the end of the leave, unless their position is no longer available for reasons unrelated to the leave.

Eligible cast and crew must provide 30 days’ advance notice of the need to take CFRA leave when the need is foreseeable. If 30 days’ notice is not possible, they must provide notice as soon as practicable. Cast and crew must provide sufficient information so the Company can determine if the leave qualifies for CFRA protection.

Cast or crew may be eligible to receive continued Company health care coverage during a CFRA leave, subject to the cast or crew member’s payment of applicable contributions to premiums.

The Company takes its CFRA leave obligations very seriously and will not interfere with, restrain or deny the exercise of any rights provided by the law. The Company will not terminate or discriminate against any individual for opposing any practice or because of involvement in any proceeding related to CFRA. If a cast or crew member believes that their CFRA rights have been violated, they should follow the procedures outlined in the Speak Up policy.