

Pregnancy Resource Center

Benefits

Vacation Time

Eligible employees who have completed six months of employment with the Company (“Company Waiting Period”) will be awarded vacation time for time off. Eligible employees accrue vacation time in accordance with the following policy:

Period of Service: 6 months of continuous employment and beyond

- Vacation Entitlement: 8 days per year
- Year 2: 9 days per year
- Year 3: 10 days per year
- Year 4: 11 days per year
- Year 5: 12 days per year

Personal Time

- Three paid personal days per year

Bereavement Leave

- In the event of the death of your immediate family member, you may take up to 7 consecutive scheduled workdays off work.
 - The bereavement leave taken is paid. The Company may, at its discretion, approve additional unpaid time off.
- For purposes of this policy, “immediate family member” is defined as:
 - A child, which means a biological, adopted, or foster child, stepchild or child of the employee’s domestic partner, regardless of age;
 - A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee;
 - A biological, adoptive, or foster parent, stepparent, or legal guardian of the employee’s spouse
 - A spouse;
 - A grandparent;
 - A grandchild; and
 - A sibling.

Spiritual retreat days and job-related education

- These are considered as regular working days with pay and will be arranged by the CEO when appropriate.

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Paid Time Off for Holidays

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Day before Thanksgiving and Thanksgiving
- December 23-December 31 (these dates change according to the calendar and the way the days fall- typically the last two weeks of December)

Leadership Development

- Paid conference and overnight stays that apply to the spiritual, mental, physical growth as a leader as directed by the Chief Executive Officer