



## **Domestic Violence Leave Policy**

### **Policy Overview**

The Domestic Violence leave policy is designed to allow employees up to three (3) days of unpaid leave during any 12-month period to seek assistance in the event of domestic violence.

### **Eligibility**

All Cracker Barrel employees are eligible after completing at least 90 days of continuous employment.

### **Procedure**

Certain states or jurisdictions have specific Domestic Violence leave laws or requirements. Where applicable, the Company will follow those state or local laws.

Requests for leave of absence must be made through the Absence app in Workday by clicking on Menu > Request Absence. Documentation, such as a police report or doctor's note, may be required.

Earned paid time off (PTO) may be used prior to any unpaid time. Domestic Violence leave will run concurrently with FMLA or other leaves, as applicable. FMLA runs concurrently only to the extent that the domestic violence results in a serious health condition that would qualify for FMLA. Managers should refer employees who seek Domestic Violence leave to Cracker Barrel Connect (the Employee Assistance Program).

Requests to return from leave of absence are also made through the Absence app in Workday.