Military leave POLICY

ABC Company provides compensation for two weeks during annual reserve and National Guard military training for regular full‑time employees who have completed the orientation period. Regular part‑time and temporary employees do not qualify for military leave compensation.

The amount of the military leave compensation paid is the difference between military pay and regular pay based on a 40‑hour workweek. Time spent on military leave will not be counted as vacation time used.

Military reservist employees and those volunteering for or called to active military duty are entitled to re-employment with the Company upon their return from duty in full compliance with all applicable federal and state laws. In addition, besides the military leave benefits discussed above, employees who request a military leave of absence may elect to use any accrued vacation pay in lieu of unpaid leave, and may elect to continue health-care benefits to the extent permitted by law, during their leave of absence.

THIS POLICY IS LEGALLY DESIRABLE