

MOREY'S RESORTS - 2026 SEASONAL NJ EARNED SICK LEAVE POLICY

Under NJ law, employees meeting certain parameters are eligible to earn sick leave (paid time off for illness). NJ requires earned sick leave to accrue at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of sick leave per benefit year. For purposes of the NJ Earned Sick Leave Act, the Company's benefit year is January 1st through December 31st.

Accrual of earned sick leave begins on the first day of employment. However, employees are not eligible to begin using sick leave until their 120th day of employment. Seasonal associates may use up to 40 hours of earned sick leave per benefit year.

Associates eligible to take leave under the NJ Earned Sick Leave Act must follow all payroll procedures as well as the rules related to whether the leave request is 1. Foreseeable (can be planned in advance) or 2. Unforeseeable (cannot be planned in advance).

1. Foreseeable Earned Sick Leave Requests:

- Associate must provide at least seven (7) days advance notice of intention to use earned sick leave and its expected duration.
- Notice must be communicated via Primepoint's Employee Experience.
- Associate must make reasonable efforts to schedule the use of such leave in a manner that does not unduly disrupt the operations of the Company.
- If you miss three (3) or more consecutive work days, you must submit medical documentation. This documentation must be provided to associate's manager immediately upon return to work (i.e. next scheduled shift).

2. Unforeseeable Earned Sick Leave Requests:

- Associate must provide notice as soon as practical of the intention to use earned sick leave and its expected duration.
- Notice must be communicated via Primepoint's Employee Experience.
- If you miss three (3) or more consecutive work days, you must submit medical documentation.
- If you request unforeseeable sick leave on a Blackout Date, you must submit medical documentation.
- When medical documentation is required, it must be provided to associate's manager immediately upon return to work (i.e. next scheduled shift).

ADDITIONAL INFORMATION:

- The Company will comply with all State laws and regulations governing NJ Earned Sick Leave.
- **The following dates are Blackout Dates for 2026 and foreseeable earned sick leave may not be used on these dates:**
 - Friday, May 22nd

- Monday, May 25th
- Friday, June 19th
- Monday, June 22nd
- Friday, June 26th
- Monday, June 29th
- Friday, July 3rd
- Sunday, July 5th
- Friday, July 17th
- Monday, July 20th
- Sunday, August 16th
- Monday, August 17th
- Sunday, August 23rd
- Friday, August 28th
- Sunday, August 30th
- Friday, September 4th
- Sunday, September 6th
- Monday, September 7th
- Thursday, September 10th
- Sunday, September 13th
- Thursday, September 17th
- Sunday, September 20th
- Friday, September 25th
- Sunday, September 27th
- Friday, October 2nd
- Saturday, October 3rd
- Friday, October 9th
- Saturday, October 10th
- Earned Sick Leave for tipped positions will be paid at the rate of minimum wage.
- Earned Sick Leave is not eligible for overtime pay.
- When requesting earned sick leave, the request must be for a minimum of four (4) hours.
- Associates who return within six months of their prior year layoff will be permitted to carry over up to 40 hours of unused earned sick leave into the next benefit year.
- The Company will not retaliate against associates: requesting and using earned sick leave; filing a complaint for alleged violations of the law; communicating with any person, including co-workers, about any violation of the law; participating in an investigation regarding an alleged violation of the law; or informing another person of the person's potential rights under the law.