

# paid maternity leave

## (effective July 1, 2015)

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In order to assist and support woman during their leave for the birth of a child and to assist with balancing work and family matters, Dermalogica is providing Paid Maternity Leave. This policy provides eligible employees with a period of paid time off for activities related to the care and well-being of their newborn child.

Dermalogica will provide up to six(6) consecutive weeks of 100% Paid Maternity Leave to the female employee following the birth of a child. The amount of the benefit will be base salary determined by regularly scheduled hours of work, minus any state disability benefit paid as applicable in some states. Should there be no state assistance provided, Dermalogica will pay the full base salary for up to six (6) weeks.

Please note that Paid Maternity Leave provides only for payments for up to six (6) weeks; it does not provide time beyond that already provided in existing Dermalogica leave policies or by federal or state law. For example, if an employee is eligible for Paid Maternity, and is also eligible for 12 weeks of unpaid leave under the Family and Medical Leave Act (FMLA), then the employee is entitled to the 12 weeks of leave under FMLA, of which a maximum of six (6) will be paid pursuant to this Paid Maternity Leave policy.

**Eligibility Requirements:** Employees must have worked two consecutive years and work 30 or more hours per week on a regular basis immediately prior to the start of the leave date. Payment for Paid Maternity Leave will be paid on regular payroll dates.