



Employee Paid Sick Leave Notification

You are entitled to accrue paid sick leave beginning January 1, 2018. Employees hired after January 1, 2018 will begin accruing paid sick leave as soon as they begin working. This leave will accrue at one (1) hour of paid sick leave for every 30 hours you work.

You may use this accrued paid sick leave for the following reasons (as outlined at RCW 49.46.210(1)(b) and (c)):

- To care for yourself or a family member;
- When you or a family member is the victim of sexual assault, domestic violence, or stalking;
- In the event our business or your child's school or place of care is closed by order of a public official for any health-related reason

NuWest Group Holdings accrual year is January 1 to December 31
Company Name

Accrued, unused paid sick leave balances of 72 hours or less will be carried over to the following year.

Accrued, unused paid sick leave over 72 hours will required the employee to forfeit the paid sick leave.

You are entitled to use accrued paid sick leave beginning 90 calendar days after the start of your employment.

Retaliation against you by NuWest Group Holdings LLC for using paid sick leave for authorized purposes, or for the exercise of any rights under the Minimum Wage Act (chapter 49.46 RCW), is prohibited.

Employee Acknowledgement

Employee Signature

Date

Employee Name (Printed)