



Parental Leave Policy

GameChanger Parental Leave Policy

GameChanger recognizes that employees may need to be absent from work due to the birth of an employee's child or the placement of a child with an employee in connection with adoption. The GameChanger Parental Leave policy is effective April 22, 2025.

Procedures

- If an employee wants to take parental leave under this policy, the employee must provide advance written notice to the People Team if possible.
- Unless there are extenuating circumstances rendering leave unforeseeable, an employee should attempt to give at least 30 days' written notice of a request for parental leave.

Eligibility Requirements

- To be eligible, an employee must be classified as salaried or full-time hourly at the time of the covered event and at the time the leave begins.
- In addition, the employee must have completed one month of continuous full-time employment.
- If the employee was rehired within 91 days of terminating employment, and was previously employed for one month or greater, the employee will be eligible on the date of rehire.

The following employees are not eligible:

- Employees classified as "part-time," "seasonal," "temporary" or "interns."
- Individuals classified as independent contractors.

Parental Leave

Eligible employees are entitled to receive eight weeks of paid parental leave followed by four weeks of unpaid parental leave. Eligible employees who give birth to a child may take parental leave in addition to applicable short-term disability leave (i.e., parental leave benefits begin after short-term disability coverage ends).

Please contact the People Team for information about short-term disability benefits.

For both birthing and non-birthing parents, parental leave can be taken in weekly increments and completed within six months of the date of birth or placement of the child. Any paid parental leave not taken within the six months will be forfeited.

During the paid weeks of parental leave, an employee will continue to be paid during each regular payroll period. Parental leave will be paid according to the employee's normal salary or hourly rate and work schedule in effect immediately prior to the leave. Contact DICK'S leaves of absence carrier/administrator to request parental leave.

Other Employee Benefits

Parental leave will run concurrent with the Family and Medical Leave Act (FMLA) if applicable. However, parental leave does not affect eligibility for other benefits including vacation or short term disability and, in most cases, will not be required to run concurrent with these programs. For all other benefits, an employee on parental leave will receive the same rights and benefits as employees on a paid (or unpaid) leave of absence.

Return to Active Work Status

An employee who returns to active work status at the end of parental leave will be returned to the same or similar position held prior to such parental leave per applicable law. Absent approved leaves of absence, employees are expected to return to work upon expiration of applicable parental leave.

Discrimination and Retaliation Prohibited

GameChanger prohibits and will not tolerate discrimination or retaliation against any employee or applicant because of that person's pregnancy or parental leave. Specifically, no one will be denied employment, reemployment, promotion or any other benefit of employment or be subjected to any adverse employment action based on that person's pregnancy or parental leave. GameChanger is committed to enforcing this policy against discrimination and retaliation.

However, the effectiveness of our efforts depends largely on employees telling us about inappropriate workplace conduct. If employees feel that they or someone else may have been subjected to conduct that violates this policy, they should report it immediately to the Corporate Human Resources Department.

Related Programs

GameChanger provides leaves of absence to all eligible employees in accordance with the Family and Medical Leave Act (FMLA), Pregnancy Discrimination Act (PDA), Americans with Disabilities Act (ADA) and any applicable state law. An employee with a pregnancy-related disability should contact the Benefits Department to discuss any disability benefits that may be available. If an employee requires reasonable accommodation (which may include leave) for this purpose, the employee should contact the Corporate HR Department. An employee may be required to submit medical certification of disability.

Future of the Policy

GameChanger reserves the right to amend or terminate this policy at any time.