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Differential pay while on Military Leave will cease when you are released from active duty or when six months of such pay have been provided, whichever comes first. You will be placed on unpaid Military Leave if you remain on leave after paid leave ends.

To be eligible for paid leave, you must provide any requested documentation and cooperate fully with requests for information, including the status of the leave. Any pay you receive for which you are not eligible will be considered a pay advance or overpayment. The overpayment amount will be reconciled from pay, or otherwise recovered, to the extent permitted by law.

### Military Leave Provisions

- Paid Time Off hours days do not accrue while on Military Leave.
- You are not eligible for any paid holidays that are observed during paid or unpaid leave.

### Benefits Coverage during Leave

While on Military Leave, you are eligible to continue participating in most health and insurance plans provide through the Belk Group Benefits Program. You must continue to pay any required contributions.

During the unpaid portion of the leave or if the cost of group benefits contributions exceeds the differential pay; you will be billed each month for your required contributions. If you do not pay required contributions during this unpaid period, coverage may be canceled. Belk will continue to pay the company's portion of your health and insurance benefit coverage as long as you pay your required contributions. While on an unpaid leave of absence, where applicable, Flexible Spending Account (FSA) and Health Savings Account (HSA) contributions cease, and Long-term Disability coverage stops. If employment ends, you may elect to continue group health plan coverage through COBRA.

### Return to Work & Re-Employment Rights

The following re-employment eligibility conditions must be met before you are eligible for re-employment when returning from Military Leave:

- You left Belk in order to serve in a United States uniformed service.
- You are generally not gone for a period longer than five years.
- You are not dishonorably discharged from the military service.
- You gave advance written or oral notice that you were entering the military except when precluded by military necessity.
- You provide documentation of length and character of service if requested and timely return to work.

In general, you will be returned to a position you would have held had you remained continuously employed (provided you are qualified), the same position you left or a position of like seniority, status and pay.

- Re-employment will depend on length of service and the applicable circumstances. If you are on Military Leave for five years or more, you will be required to provide documentation that you qualify for one of the exceptions to the general five-year reemployment eligibility limitation.
- If your position is eliminated, there may not be a position for you. This will be determined when you apply for re-employment.
- Federal requirements for military leave include an escalator principle requiring that:
  - You be returned to the position you would have attained if you never took military leave.
  - You be given salary increase(s) or promotion(s) that with reasonable certainty you would have received during the time on military leave.

If benefits were canceled, the health and insurance plans provided through the Belk Group Benefits Program can be reinstated upon your return to work. The benefits information included in this policy is a summary of certain plan provisions. If any information in this policy conflicts with the applicable official plan documents, the official plan documents will govern.