



Time-Off Policy for Exempt Employees

Fanatics offers a Discretionary Time Off (DTO) Program for all exempt employees. With DTO, exempt employees may use their discretion and professional judgment to take paid time away from work throughout the year to enjoy vacation, attend to personal business, to care for their own illness, injury or medical condition or that of a family member. The intent of this program is not for us to manage your time at or away from work but instead, we assume that you will use your best judgment and exceed expectations in your work responsibilities each day. DTO will generally be limited to a maximum of 2 weeks per instance (though if additional time is needed for any one instance, please work with your manager). In the absence of an emergency, we ask that you schedule and confirm any DTO at least forty-eight (48) hours in advance with your manager to ensure there are no critical work needs or conflicts prior to your time off. Finding the right balance is always the key to success of any program.

The DTO Policy is not intended to interfere with your rights under the Family and Medical Leave Act (FMLA) or any State equivalent. If you believe your time away from work may be a qualifying reason for protected leave under the FMLA or any other statute, please contact your Human Resources representative. Employees receiving pay under the Company's Short-Term Disability or Long-Term Disability plans, or any State disability plan, are not eligible for pay under the DTO Policy for the same time-period.