



## **Pay During Inclement Weather**

When a Fanatics location office has been authorized to close due to inclement weather, non-exempt regular and seasonal full-time employees may, at the Company's discretion, be paid the number of regularly scheduled hours for each day the office is closed. If an office closes early due to inclement weather, the employee may, at the Company's discretion, be paid the difference in the time worked up to the regularly scheduled hours. Generally, announcements regarding Inclement Weather Pay, if any, will be made at the time the closings are announced.

Those who are absent from work because of inclement weather for which no Inclement Weather Pay is offered normally must use available PTO. If the supervisor determines that the department can benefit from services provided by the employee at other than regularly scheduled times, the employee may be allowed to make up the time during the remainder of the work week.

Employees who live in an area in which local governmental authorities have issued a mandatory evacuation order will not be penalized for being absent from work during the period in which the evacuation order is in place and a reasonable time thereafter. Employees under mandatory evacuation orders will be permitted to use paid time off or may take the time as excused absence(s).