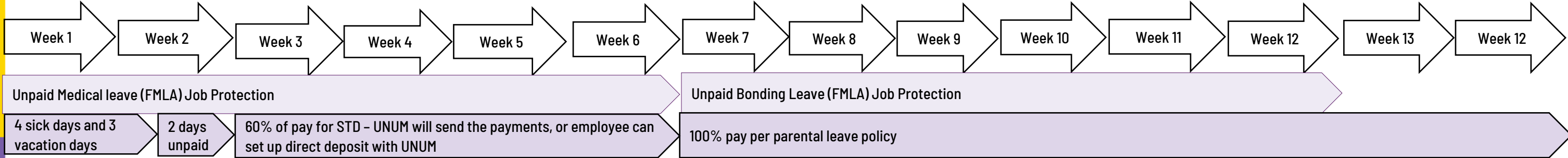


Club Manager FMLA Maternity Leave of Absence Example

- Employee is approved for 6 weeks of medical leave and 6 weeks of bonding leave under the federal Family and Medical Leave Act (FMLA) for the birth of their baby
- Employee is approved for the company's Short-Term Disability (STD)
- Employee has 8 weeks of parental leave pay per Planet Fitness Policy
- Employee has 4 sick days and 3 vacation days
- The leave of absence begins on the date of birth



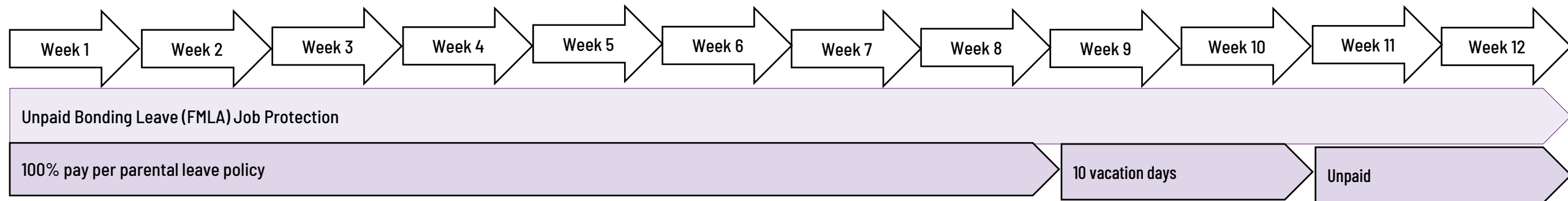
Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only



Club Manager FMLA Paternity Leave of Absence Example

- Employee is approved for 12 weeks of bonding leave under the federal Family and Medical Leave Act (FMLA) to bond with their baby
- Employee has 8 weeks of parental leave pay per Planet Fitness Policy
- Employee has 10 days of vacation
- The bonding leave of absence begins the date of birth/placement

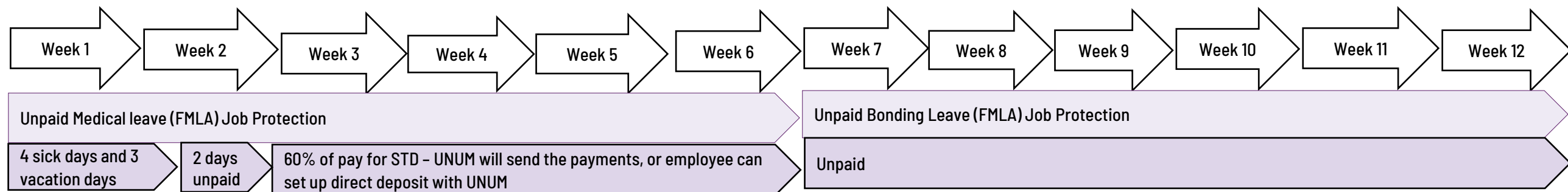


Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only

Club FMLA Maternity Leave of Absence Example

- Employee is approved for 6 weeks of medical leave and 6 weeks of bonding leave under the federal Family and Medical Leave Act (FMLA) for the birth of her baby
- Employee is approved for the company's Short-Term Disability (STD)
- Employee has 4 sick days and 3 vacation days
- The leave of absence begins on the date of birth

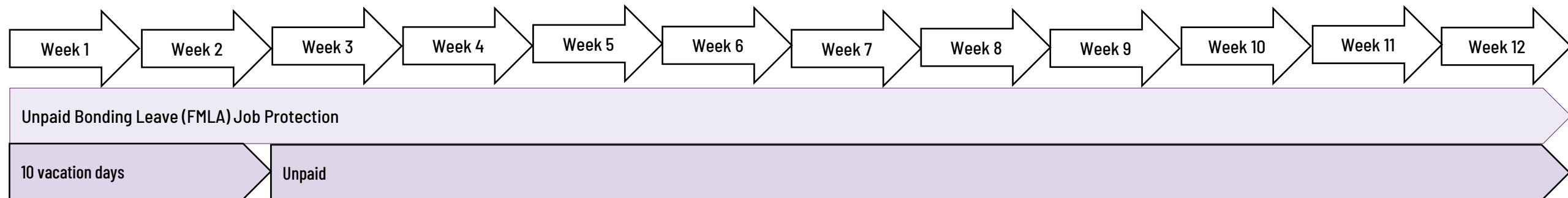


Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only

Club FMLA Paternity Leave of Absence Example

- Employee is approved for 12 weeks of bonding leave under the federal Family and Medical Leave Act (FMLA) to bond with their baby
- Employee has 10 days of vacation
- The bonding leave of absence begins the date of birth/placement

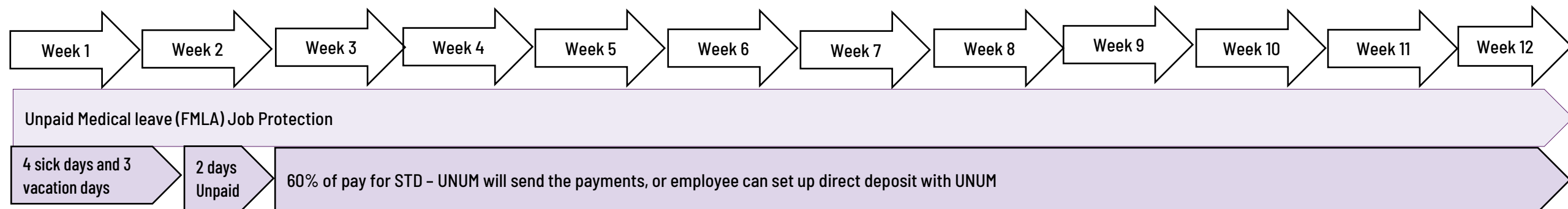


Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only

Club FMLA Medical Leave of Absence Example

- Employee is approved for 12 weeks of medical leave under the federal Family and Medical Leave Act (FMLA)
- Employee is approved for the company's Short-Term Disability (STD)
- Employee has 4 sick days and 3 vacation days

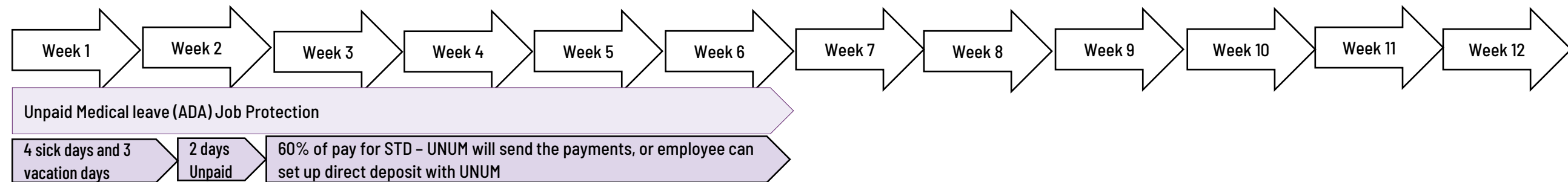


Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only

Club ADA Medical Leave of Absence Example

- Employee requested 6 weeks of medical leave
- Employee is not eligible for leave under the FMLA
- The leave was approved under the Americans with Disabilities Act (ADA) as a reasonable accommodation
- Employee is approved for the company's Short-Term Disability (STD)
- Employee has 4 sick days and 3 vacation days

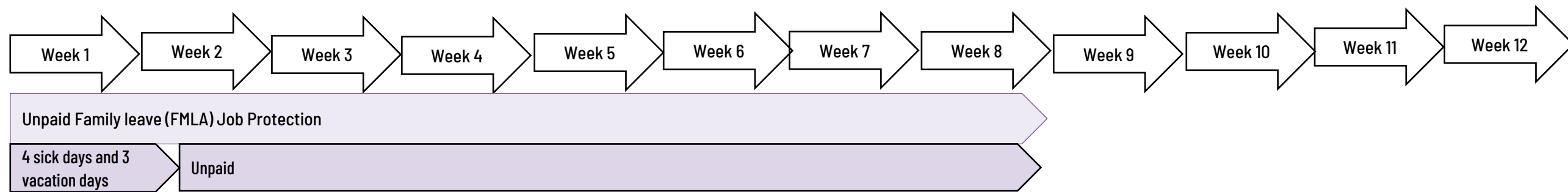


Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only

Club FMLA Family Leave of Absence Example

- Employee is approved for 8 weeks of family leave under the federal Family and Medical Leave Act (FMLA) to care for their mother due to a serious illness
- Employee has 4 sick days and 3 vacation days



Employee may receive state disability pay and/or state family leave pay (if applicable) if it is available in their state and the claim is approved
UNUM will offset any state disability payments unless the employee provides a denial letter from the state

The above is a high-level summary only