

# Reproductive Loss Policy

## 1 Summary

AeroVironment (AV) provides up to 5 days of paid time off following a reproductive loss event to support employees during a difficult time. This Reproductive Loss Policy provides guidelines for requesting time off following a reproductive loss event.

## 2 Scope

This policy applies to all regular AV employees and supplemental intern employees in the United States. This policy does not apply to temporary workers or contractors.

## 3 Policy

### Time off for a Reproductive Loss Event

Regular full-time, regular part-time, and supplemental employees may request up to 5 days of paid time off not to exceed 40 hours following a reproductive loss event after 30 days of employment. Requested time off may be taken in 1 hour increments up to an employee's scheduled hours for the work day. Time off does not need to be taken consecutively.

If an employee experiences more than one reproductive loss event within a 12-month period, the employee may request up to 5 additional days of unpaid time off per reproductive loss event not to exceed 20 days per 12-month period. Employees may choose to use accrued and available sick time, vacation, or discretionary time off (DTO) to supplement unpaid time off under this policy. Additional unpaid time off may be granted at the discretion of the department manager and People & Culture on a case-by-case basis.

Requested time off under this policy must be completed within 3 months of the reproductive loss event or, if the employee is currently entitled to leave under state or federal law, within three months of the end of the other leave entitlement.

### Reproductive Loss Event

For purposes of this policy, a reproductive loss event means "the day of" or, for a multiple-day event, "the final day of" any of the following events: a failed adoption, a failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction.

### Request for Time Off

Employees should request time off from their supervisor as soon as practicable following a reproductive loss event. An employee may request assistance from their People & Culture Business Partner or AV Benefits. AV will maintain the confidentiality of any employee requesting time under this policy. Any information provided to AV under this policy will not be disclosed except to internal personnel or counsel, as necessary, or as required by law.

Public

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Time off must be recorded on the employee's timecard to the appropriate time off event.

### Termination of Employment

AV does not pay out unused time off for reproductive loss events upon termination of employment.

### Administration of This Policy

AV Benefits is responsible for the administration of AV's Reproductive Loss Policy.

### No Retaliation or Discrimination

AV prohibits any form of retaliation or discrimination against an employee for attempting to use or using time off for reproductive loss events under this policy, and for any other reason prohibited by applicable law. Employees who believe they have been discriminated or retaliated against should report their concerns to their People and Culture Business Partner.

AeroVironment reserves the right to modify this policy at its discretion at any time without prior notice.

## 4 Authority and Responsibility

**Functional Owner:** People & Culture  
**Functional Participants:** All Departments

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