 Policy and Procedures	Paid Sick Time Policy for Exempt Employees only (United States)		
	Date Issued: 01/01/2023	Revision Date:	Approved Date: 12/30/22
	Approved by: Bioventus Human Resources		

Purpose of Policy

Sick leave is to be used when recovering from illness or injury, to attend medical and dental appointments, to care for your spouse, domestic partner, or dependent children who are ill.

Scope

Bioventus offers paid sick leave to regular full-time and part-time exempt employees.


Policy and Procedure

Sick Leave Accrual

New employees hired after January, will be entitled to this leave on a prorated basis for the balance of the first calendar year of employment. Prorated leave is calculated rate of four (4) hours per month, up to a maximum of forty-eight (48) hours per year for regular full-time employees and two (2) hours per month, up to a maximum of twenty-four (24) hours per year for part-time employees. Sick leave is to be taken in one-hour increments.

An employee who is unable to report to work because of injury or illness must notify his/her manager prior to the scheduled starting time. For absences of more than three (3) consecutive days due to illness or injury not connected with employment, a certification from a health care provider must be submitted. The certification must state that he/she is under the provider's care or treatment for the days in question and that it is the provider's recommendation that he/she remains off from work. A health care provider's certification may also be required in other circumstances. The Company reserves the right to require a release from the employee's health care provider before the employee returns to work.

If the employee works in a jurisdiction that has a mandatory sick leave law, the Company will comply with all legal requirements, including providing greater or different benefits than those set forth herein. In such a situation, the leave to which the employee is entitled may run concurrently with the leave provided under this policy, to the extent permissible under applicable law.

 Policy and Procedures	Paid Sick Time Policy for Exempt Employees only (United States)		
	Date Issued: 01/01/2023	Revision Date:	Approved Date: 12/30/22
	Approved by: Bioventus Human Resources		

Sick Leave Carry Over

Accrued sick leave does not carry over from year to year except where required by federal, state, or local law.

Sick Leave Payout

Employees are not compensated for unused sick leave at the end of employment with the Company or at any other time.