

Scientific Games Family and Medical Leave Policy

Revision Date: January 1, 2021

SCOPE:

The Family and Medical Leave Policy (“policy”) applies to all employees of Scientific Games Corporation and its subsidiaries (“Scientific Games” or the “Company”) in the United States. In the event that an employee is covered by a collective bargaining agreement, then this policy is applicable to such employee to the extent not inconsistent with specific provisions of the collective bargaining agreement.

PURPOSE:

The purpose of this policy and procedure is to outline the Company requirements and standards under federal law pursuant to the Family Medical Leave Act (“FMLA”) and personal leaves related to medical reasons.

STATE AND FEDERAL LAWS:

Certain employees may live in states or cities with laws addressing leaves of absence and those laws may provide for additional benefits to those employees. Scientific Games will comply with any applicable laws providing additional benefits to employees covered by such laws.

DURATION OF FMLA LEAVE:

Eligible employees may receive up to 12 work weeks of unpaid, job-protected leave during any "rolling" 12-month period, measured backward from the date of any FMLA leave. FMLA leave for the birth or placement of a child for adoption or foster care must be concluded within 12 months of the birth or placement.

RESPONSIBILITY:

The Human Resources Department has primary responsibility to ensure this policy is being followed according to local, state and federal regulations.

Each employee is responsible for understanding and meeting the standards of this policy.

Prudential has been selected by Scientific Games as the third party administrator for leave administration.

ELIGIBILITY:

To be eligible for FMLA leave, you must:

- Have worked for the Company for 12 months; and
- Have worked at least 1,250 hours for the Company over the preceding 12 months.

QUALIFYING REASONS TO TAKE FMLA LEAVE:

FMLA leave may be taken for the following reasons:

- Birth of your child or to care for your newly born child;
 - Placement of a child with you for adoption or foster care;
 - To care for an immediate family member (your spouse, child, or parent) with a serious health condition;
 - You are unable to perform the functions of your job due to your serious health condition;
- Or
- A Qualifying Exigency (as defined below) arising out of the fact that your spouse, son, daughter or parent is a military member on covered active duty or call to covered active duty status (or has been notified of an impending call or order to covered active duty) in the Reserve component of the Armed Forces for deployment to a foreign country in support of a contingency operation or Regular Armed Forces for deployment to a foreign country.

“Qualifying Exigencies” may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, caring for the parents of the military member on covered active duty and attending post-deployment reintegration briefings.

In addition to the basic FMLA entitlement discussed above, an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member is entitled to take up to 26 weeks of leave during a single 12-month period to care for the service member with a serious injury or illness. Leave to care for a service member shall only be available during a single 12-month period and, when combined with other FMLA-qualifying leave, may not exceed 26 weeks during the single 12-month period. The single 12-month period begins on the first day an eligible employee takes leave to care for the injured service member.

A “covered service member” is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is on the temporary retired list, for a serious injury or illness. These individuals are referred to in this policy as “current members of the Armed Forces.” Covered service members also include a veteran who is discharged or released from military service under condition other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA to care for the covered veteran, and who is undergoing medical treatment, recuperation or therapy for a serious injury or illness. These individuals are referred to in this policy as “covered veterans.”

The FMLA definitions of a “serious injury or illness” for current Armed Forces members and covered veterans are distinct from the FMLA definition of “serious health condition” applicable to FMLA leave to care for a covered family member.

SERIOUS HEALTH CONDITION:

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee’s job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

NOTICE AND MEDICAL CERTIFICATION:

Required Notice: Employees seeking FMLA must provide 30 days advance notice of the need to take leave. In cases where the need for leave is unforeseeable, notice must be provided as soon as possible after learning of the need to take leave. Whenever possible, planned medical treatment should be scheduled to avoid disruption in the Company’s business.

Medical Certifications and Re-certifications: Medical certification supporting the need for leave due to a serious health condition affecting you or an immediate family member must be submitted before leave begins. Where the certification cannot be provided in advance due to unforeseen circumstances, it must be provided within 15 days of the request to the employee to provide the certification. If the medical certification is incomplete when submitted, you will have seven days to provide a completed certification. Failure to timely provide a medical certification may result in the delay or denial of FMLA. The Company reserves the right to seek periodic medical re-certification during an employee’s medical leave.

Periodic Check-Ins: The Company may periodically check in with you during your leave. The purpose of these check-ins is to determine your timetable and intent to return to work.

Return to Work: The Company requires a medical certification of your fitness for duty before returning to work if the leave was due to your own serious health condition.

Medical certifications and follow up information are to be provided to our third party administrator, Prudential.

Any failure to comply with the above requirements may result in the delay or denial of FMLA or the ability to return to work.

LEAVE ADMINISTRATION:

To apply for or return from FMLA leave, an employee must contact Prudential. Please see the Prudential brochure for more information or contact Human Resources.

To apply for a personal leave (when you are not yet eligible for FMLA), please contact Human Resources.

NOTICE OF ELIGIBILITY AND DESIGNATION OF FMLA:

Employees requesting FMLA leave will receive written notice from Prudential telling them whether they are eligible for FMLA leave and, if not eligible, the reasons why they are not eligible. When eligible for FMLA leave, employees are entitled to receive written notice of: 1) their rights and responsibilities in connection with such leave; 2) the designation of leave as FMLA-qualifying or non-qualifying, and if not FMLA-qualifying, the reasons why; and 3) the amount of leave, if known, that will be counted against the employee's leave entitlement.

INTERMITTENT FMLA:

You may be eligible to take FMLA intermittently, or by reducing your normal weekly or daily work schedule, when medically necessary for your own or immediate family member's serious health condition.

Employees who require intermittent leave or reduced-leave schedule will (a) be required to comply with established call-in procedures; and (b) must make a reasonable effort to schedule their leave so that it will not disrupt Company operations. Employees must provide timely notice of FMLA-related absences to Prudential. Failure to report Intermittent FMLA to Prudential may result in delay or denial of FMLA protection and inaccuracy of pay.

PARENTAL LEAVE:

Eligible employees can take up to 5 days of company-paid parental leave at 100% of their regular pay for the birth of their child, placement of a child for adoption or foster care and child-bonding.

Eligibility:

To be eligible for parental leave you must:

- Have worked for the company for 12 months and have worked at least 1,250 hours for the Company over the preceding 12 months

And

- Have an approved FMLA claim for:
 - birth of a child
 - placement of a child for adoption or foster care
 - child-bonding

Required Notice:

Parental leave shall be available for a 12-month period following the birth or placement of a child for adoption or foster care. Employees seeking parental leave must provide 30 days advance notice of the need to take leave. If the need for parental leave is not foreseeable, the employee must give notice of the need to management and Human Resources as soon as practical.

PERSONAL LEAVES:

Personal Medical Leaves if an Employee is not Eligible for FMLA:

At the Company's discretion, personal leave may be granted to an employee who needs time off when they have not been with the Company long enough to be eligible for FMLA. Human Resources and management will review each request on a case-by-case basis to determine whether the business can allow the employee's position to be vacant for the amount of requested time for the leave. These leaves may be granted for up to an initial 30-day period. At the end of the initial leave period, an employee may request an extension. Human Resources and the manager, again based on business needs, may approve the extension for additional 30-day periods.

Non-medical Personal Leaves:

At the Company's discretion and subject to business needs, personal leave may also be available to employees who need to be away from work for non-medical personal reasons.

Benefit Continuation and Use of PTO while on Personal Leave:

During personal leave, the employee will not be paid, but benefit coverage will continue. Employees will be required to pay all of their contributions for benefits while on a personal leave. Employees must use any PTO already accrued during personal leaves.

BENEFITS DURING FMLA LEAVE:

Employees enrolled in the medical, dental, and/or vision plans, will maintain their coverage under the plan(s) during their FMLA leave. Benefit deductions will be taken from their paychecks automatically. If an employee does not receive a paycheck, or the amount of their paycheck is not sufficient to cover their required contribution, it is the employee's responsibility to make arrangements to pay this amount to the Company while on leave. If an employee exhausts his or her 12-week FMLA entitlement, the employee's medical, dental, and/or vision

coverage terminates on the first day after FMLA is exhausted. Employees that exhaust FMLA will be offered the ability to continue their benefits through COBRA. To the extent longer leave entitlements apply under an employee's applicable state or local leave laws or the covered service members' provisions of FMLA, benefit coverage will remain in place until the expiration of such longer period.

While on leave of absence, including FMLA, employees will not accrue PTO.

Employees may be eligible for short-term disability pay for their own serious health condition or injury. If approved, the disability payment received depends on the employee's service with the Company. There is a seven day elimination period. Disability benefits coordinate with state disability plans and the benefit through Scientific Games will be reduced by any payments received through a state plan. Benefits may also be reduced by any payments received from other income benefits (e.g. Workers' Compensation, Social Security disability). Please contact Prudential for more information.

RETURNING TO WORK:

Employees must notify Human Resources at least 48 hours prior to their return date so that the necessary arrangements for scheduling, network access, payroll, etc. can be made. Upon returning from FMLA, the employee will normally be returned to their original job or to an equivalent job with equivalent pay and other employment terms and conditions. If your benefit coverage has been terminated while you were on a leave of absence, your benefit coverage will be reinstated and effective the first day back to work. Reinstatement may be denied (a) if the job has ceased to exist because of legitimate business reasons unrelated to the leave, or (b) if reinstatement would cause substantial and grievous economic injury to the Company, and is being sought by an employee who is highly-paid, salaried "key" employee. Any employee who fails to return to work as scheduled after FMLA or other leave of absence or who exceeds the FMLA entitlement, may be subject to termination of employment. Scientific Games will consider granting medical leave extensions in accordance with the Americans with Disabilities Act and/or applicable state law. Employees must request such an extension.

QUESTIONS OR CONCERNS:

If you have any questions regarding this policy, please contact Human Resources. For assistance with filing a claim, contact Prudential. The Company is committed to complying with FMLA and, whenever necessary, shall interpret and apply this policy in a manner consistent with the FMLA. It is unlawful for employers to: 1) interfere with, restrain, or deny the exercise of any right provided under FMLA; or 2) discharge or discriminate against any person for opposing any practice made unlawful by FMLA or involvement in any proceeding under or relating to FMLA. If employees believe their FMLA rights have been violated, they should contact Human Resources immediately. The Company will investigate any FMLA complaints and take prompt and appropriate remedial action to address and/or remedy any FMLA violation. Employees also may file FMLA complaints with the United States Department of Labor or may bring private lawsuits alleging FMLA violations.

Key Contacts

Prudential

www.prudential.com/mybenefits

877-367-7781

Scientific Games Benefits

Resources

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