

Paid Holiday & Vacation Time

Holiday Pay

Teammates are eligible for holiday pay after 1,200 hours. You will be paid for six holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day). In order to be eligible for the holiday pay, you must work 1,200 hours during the 12 months preceding an Ònin paid holiday. You must also work the scheduled days before and after a holiday.

Vacation Time

After each 1,800 hours of service with no more than a 120 day break in assignments, you will be eligible for 40 hours of vacation time. **If your employment with Ònin is terminated, you will not be paid for any accrued vacation time.**

Important Notice:

Ònin's standard Teammate Vacation Policy applies except where Teammates work in locations that mandate additional or different paid leave benefits under state, county, or municipal laws, or at client worksites where specific policies apply. In such cases, Ònin provides separate leave benefits as required by applicable law or by client-specific arrangements, which may supplement or replace the standard vacation benefits described above. Teammates working in locations with mandated paid leave requirements, or assigned to client worksites with different holiday or vacation policies, should refer to the applicable location- or client-specific leave policy documents for complete information about their benefits. For questions about which paid leave benefits apply to your specific work location or client assignment, please contact your local Ònin Branch Office.

Endeavor Scholarship

The Ònin Group endeavors to stand out in the staffing industry. In order to stand out, we must invest in and inspire our Teammates. We created our Endeavor Scholarship Program with the sole intention of positively impacting the lives of our Teammates. For more information, talk to your local Ònin Staffing team.

Òperx

Òperx is a fun and easy way to get discounts on a wide variety of products and services. Some of the most popular categories for Teammates are travel, tickets and entertainment, electronics, automotive supplies, cell phones, apparel, health and wellness, and food.

Don't have an Òperx login? Go to operx.perkspot.com and create an account.

Employee Assistance Program

The Ònin Group Employee Assistance Program (EAP) is a benefit Available to all Teammates who are enrolled in Medical Coverage and their covered dependents that offers confidential counseling services to you and members of your household enrolled in medical coverage. This service offers immediate access to clinicians who will help clarify your problem or concern and work with you to develop a plan of action to address it. The EAP provides the opportunity to work with a counselor directly over the phone.

The EAP can help you address a wide variety of personal concerns to support your well-being at work and at home. Examples of concerns we can help with include:

- Anxiety
- Dealing with Change
- Money Management
- Debt Management
- Time Management
- Work/Life Balance
- Relationship Issues
- Executive Coaching

For assistance with inquiries related to your Employee Assistance Program, please contact **Charles Nechtem** at [1-800-531-0200](tel:1-800-531-0200) or visit charlesnechtem.com

Skechers Shoe Discounts

SKECHERS Direct offers Ònin Teammates a 30% Discount on work shoes and other great styles year-round. Teammates can shop at any SKECHERS Retail store or online.

For more information, please refer to the 2026 Teammate Benefits Guide

Shop Retail

- Mention retail code **B4B** at checkout

Shop Online

- Visit <http://www.skechersdirect.com/register>
- Enter the Company Access Code: **HCDSBKCC**
- You will then receive an email that allows you to set up a password for your personal account