

ENDEAVOR

PARENTAL LEAVE POLICY

2019

ENDEAVOR

PARENTAL LEAVE POLICY

1. PURPOSE AND OVERVIEW

Endeavor recognizes the importance of employees taking time off work for the birth or adoption of their children without the stress of loss of pay. For this reason, the Company offers eligible employees Paid Parental Leave when a child is born or adopted into their family.

2. AMOUNT OF LEAVE

The Company offers up to 12 weeks of Paid Parental Leave to employees per 12-month period. The 12-month period is calculated from the immediately preceding 12 months (a rolling backward basis). Employees who give birth to a child are eligible for additional paid leave for pregnancy-related disability for up to 6 weeks for employees who are eligible for Family/Medical and up to 2 weeks for employees who are not eligible for Family/Medical Leave. Employees may choose to begin their Paid Parental Leave before the anticipated due date or anticipated arrival date of the child. Paid Parental Leave may not be combined with any other paid time off unless otherwise required by law.

3. ELIGIBILITY FOR PAID PARENTAL LEAVE

Paid Parental Leave is available to U.S. employees, with the exception of IMG Academy ("IMG") employees, who have worked for the Company for a minimum of 12 months, regardless of their gender. IMG employees should reference the IMG Employee Handbook for applicable leave policies.

All leave taken under this policy must be completed within the first twelve months following the birth or adoption of a child. An employee will not receive additional pay or leave for holidays that occur during a Paid Parental Leave. Paid Parental Leave is not available on an intermittent or reduced schedule basis. Once an employee returns to work from a Paid Parental Leave, no additional Paid Parental Leave shall be available for the same birth or adoption under this policy, even if the full entitlement is not used.

4. LEAVE PROCEDURES

Employees shall notify their supervisor and HR at benefitsinquiries@wmeagency.com (for WME), Employee.Benefits@img.com (for IMG), or employeebenefits@ufc.com (for UFC) in writing of their anticipated departure date and expected date of return as soon as possible (based upon the expected due date or adoption date of the child). Written notice should be submitted as early as possible, generally at least two months prior to the leave period, whenever possible.

5. ALL LEAVES RUN CONCURRENTLY

Any Paid Parental Leave granted under this policy will run concurrently with leave under other Company policies, the Family and Medical Leave Act (FMLA) and similar state laws, state pregnancy-related disability leave laws, and state or city paid family leave laws as applicable, to the extent permitted by law. Additional leave may be available under applicable federal and state law and Company policies.

6. COORDINATION WITH STATE OR CITY BENEFITS

If you live in a state and/or city that has state disability insurance benefits ("SDI") and/or paid family leave benefits ("PFL"), then your Paid Parental Leave payments under this policy will be coordinated with any such benefits and will be offset by amounts that you are eligible to receive from these other sources so that you will not receive more than 100% of your base pay from the combination of such SDI or PFL payments and Paid Parental Leave under this policy. To qualify for Wage Replacement, you must apply for any SDI or PFL benefits ("Non-Company Benefits") that may be available to you. You are required to send your Non-Company Benefits approval and payment amount to Endeavor's Human Resources upon receipt so that the Company can correctly offset Non-Company Benefits payments from your Company Wage Replacement payments. Until the Company receives confirmation of your Non-Company Benefits amounts, it will assume that you have applied for any available Non-Company Benefits and will automatically reduce your Company Wage Replacement payments by the Company's best estimate of the amount of Non-Company Benefits you are eligible to receive. If you have received either a greater or lesser amount of Non-Company Benefits than the amount by which the Company offset your Company Wage Replacement payments, then you must notify Human Resources immediately so that adjustments can be made.

Please contact Endeavor's Human Resources department at benefitsinquiries@wmeagency.com (for WME), Employee.Benefits@img.com (for IMG), or employeebenefits@ufc.com (for UFC) for information regarding how to apply for these benefits.

7. PAID LEAVE

Employees will be paid during Paid Parental Leave at their regular base pay rate, subject to any offsets for SDI or PFL benefits, as discussed above. The Company also will take the usual deductions from these payments for the employee's share of any benefit premiums. Base pay does not include overtime pay, bonuses, incentives, differentials, or any other forms of special compensation an employee may receive. Paid Parental Leave benefits under this policy are taxable.

8. REINSTATEMENT

Generally, employees returning to work from Paid Parental Leave will be reinstated to their same position (or to an equivalent position with equivalent pay, benefits, and other employment terms) and are expected to resume their full-time work schedule, subject to applicable law. However, employees returning from leave have no greater rights to reinstatement or to other benefits and conditions of employment than if they had not taken Paid Parental Leave.

9. EFFECTIVE DATE OF POLICY

This policy is effective as of June 1, 2019 (the "Effective Date"). It shall apply to any employee who is off work on a birth or bonding leave as the Effective Date, and for births or placements that occur on or after the Effective Date. Unless the employee is on leave as of the Effective Date, births or placements occurring prior to the Effective Date shall be subject to the Company policy that was in effect prior to the Effective Date.

10. INTERPRETATION

The Company has full, discretionary authority to interpret, modify, suspend, or terminate this policy, with or without advance notice, at any time, subject to applicable law.