



TEAM MEMBER GUIDE

308 ELECTION DAY

The Benson Group encourages Team Members to participate on election day and cast a vote at the polls. Voters are required to have a minimum of three (3) consecutive hours of voting time free from work either before or after their scheduled shift. If a Team Member is unable to vote in an election due to insufficient time free from work, the Company will grant up to three (3) consecutive hours off to vote. Team Members should request this time off from their manager in writing at least two (2) working days prior to election day so the necessary time off can be scheduled at a time which provides the least disruption to the normal work schedule.