Results Driven Time Off (RDTO)

Rev. August 17, 2026

Purpose

The Results Driven Time Off (RDTO) Program is a paid time off program for eligible employees classified under specific Lines of Business. The RDTO Program provides eligible employees with paid time off that can be used for a variety of needs, including personal or familial illness, wellness, vacation, etc. Employees participating in the RDTO Program do not accrue paid time off; as a result, RDTO is not subject to carryover from year to year, and there is never an RDTO balance to be paid out at termination of employment. An employee's use of RDTO is at the discretion of the employee's supervisor, and will be subject to business needs and demands.

NOTE: For questions regarding the RDTO Program, please consult your direct supervisor and/or Human Resources representative.

Who is Eligible for RDTO?

RDTO eligibility is determined by BrightSpring and may vary by Line of Business. Eligibility generally includes Area Vice President-level and above field operations leaders and full-time salaried Support Center employees. Additional salaried positions may be designated as eligible with approval from the applicable Line of Business President and Human Resources.

How to Request RDTO

Eligible employees are required to communicate all RDTO requests to their immediate supervisor at least seven (7) days in advance, if practicable given the circumstances, and unless otherwise required by law.

Emergency Situations Requiring Use of RDTO

If an employee cannot request approval of RDTO in advance due to an emergency situation, employees are required to communicate to their direct supervisor as soon as reasonably possible that they will be absent and wish to utilize RDTO for their absence. Employees are required to follow-up with their direct supervisor upon return. Extended absences for which an employee wishes to use RDTO may warrant additional documentation, consistent with applicable law.

Extended RDTO

Consecutive, extended time off of up to two (2) weeks may be granted and paid under the RDTO Program for eligible employees. Any consecutive time off longer than two weeks will not be granted or paid under the RDTO Program, including for extended leaves such as Family and Medical Leave (FMLA). However, employees may be eligible for either paid or unpaid leave under another BrightSpring policy or program, or under applicable state or local laws, for absences longer than two (2) consecutive weeks in duration.

For questions regarding eligibility for other leaves and/or benefits that may apply, please consult your Human Resources representative. Please note that leave under the RDTO Program will run concurrently with any other leaves of absence that an employee may be eligible for under BrightSpring policy or applicable law, to the maximum extent permitted under applicable law.

Please note that employees may not receive pay under both the RDTO Program and another BrightSpring policy or program (including, but not limited to, short-term disability or another BrightSpring benefit) or benefit program (including, but not limited to, state-paid leave benefits) during the same period of time if such receipt would cause an employee to receive more than 100% of his or her base pay during such period of time. If this is the case, any pay an employee may receive under this RDTO Program during such period of time will be reduced to ensure that an employee only receives up to a maximum of 100% of his or her base salary during such period of time.

Please note that Hourly positions are not eligible for the RDTO Program. If you move from a Salaried, RDTO-eligible position to an Hourly position, you will no longer be eligible for the RDTO Program. However, you may be eligible for paid time off under another BrightSpring policy, subject to the terms and conditions of such policy. Questions regarding eligibility for other paid time off programs should be directed to Human Resources.

If you move from an Hourly position to a Salaried, RDTO-eligible position, you may no longer be eligible for paid time off under other BrightSpring policies. Please see such policies for additional information. In such case, you will forfeit any unused, accrued PTO and receive payment for 75% of your unused, accrued PTO balance at the time you transition (or 100%, where required by applicable

law).

Rights and Obligations of the Company

The Company reserves the right to revise, alter, amend or terminate this policy, and the RDTO Program, at any time, in accordance with applicable law. This policy and related paperwork described herein do not alter the at-will relationship, nor create a contract of employment between the employee and BrightSpring Health Services.

Further, to the extent any state or local law provides greater benefits than those provided by this RDTO Program, the terms of those laws will control only to the extent they provide such greater benefits.